# INNOVATION FOR AGRICULTURE.
# SOLUTIONS FOR THE PLANET.

**FMC** | An Agricultural Sciences Company

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# About This Report & Reporting Frameworks

## REPORTING FRAMEWORKS

Detailed reporting framework indices can be found in our **Digital Environmental, Social, and Governance (ESG) Appendix - Governance**.

### Global Reporting Initiative (GRI)

This report has been prepared following the guidance in the GRI Standards.

### United Nations Global Compact (UNGC)

UNGC is a principle-based framework for global companies that are committed to responsible business practices in the areas of human rights, labor, environment, and anti-corruption. FMC Corporation became a signatory to the UNGC in 2015. This report represents our tenth Communication on Progress in support of the UNGC principles.

### Task Force on Climate-Related Financial Disclosures (TCFD)

FMC reports climate-related financial information as recommended by TCFD as part of this report and the company's Climate Transition Plan.

### Sustainability Accounting Standards Board (SASB)

FMC reports following guidance from SASB, which provides industry-specific standards for

**FMC REPORTING AND CONSOLIDATION PRINCIPLES**

Our annual sustainability report continues to be an important tool for engaging key stakeholders. The environmental and safety metrics in this report include all sites under FMC's operational control in 2024. All greenhouse gas (GHG) emissions are reported following the guidance in the GRI Standards and, as allowed by the GRI Standards, calculated in accordance with the Greenhouse Gas Protocol.

**EXPLORE FMC.COM/SUSTAINABILITY**

We invite you to visit our website for more information. There you can access past FMC reports as well as FMC policies and statements on several important topics, following guidance from GRI, including climate change, human rights, supplier code of conduct, and animal welfare.

companies across all sectors to disclose relevant and material sustainability key performance indicators, to the extent the information is presented in the SASB Index.

## ADDITIONAL FRAMEWORKS

FMC uses this report to disclose progress for voluntary standards such as the Taskforce for Nature-Related Financial Disclosures (TNFD). In addition, FMC has been reporting to **CDP**, a global environmental disclosure system, since 2016 and received an "A-" rating on Climate Change and Water Security in 2024.

## EXTERNAL ASSURANCE

FMC engaged KPMG to provide limited assurance in relation to specified 2024 environmental and safety metrics. The Independent Accountants' Review Report is on page **39** and the complete list of metrics and notes assured is available on page **64**.

## MATERIALITY

The information and topics covered in this report were guided by our double materiality assessment, which FMC completed for the first time in 2024. This assessment was completed with interviews and surveys for internal and external stakeholders to understand both impact and financial materiality. More information can be found in our **Digital ESG Appendix - Governance**.

**Pierre Brondeau**
*Chairman of the Board and
Chief Executive Officer*

**Thaisa Hugenneyer**
*Executive Vice President,
Integrated Supply Chain, and
Chief Sustainability Officer*

# A Message from Our CEO and Chief Sustainability Officer

In a year marked by significant challenges across our industry, FMC has continued to evolve and strengthen our commitments to innovation and sustainability. Our mission to deliver innovation that solves farmers' problems has never been more critical. As the agriculture industry navigates the impacts of climate change, evolving regulatory requirements, and shifting consumer demands, we recognize that tomorrow's agriculture will require new and different solutions. At FMC, we're not just preparing for this future—we're actively creating it.

Our R&D pipeline continues to deliver breakthrough technologies that address farmers' most pressing challenges. This past year alone, we launched more than 50 new products globally and secured more than 1,000 regulatory approvals, expanding our ability to serve farmers worldwide with cutting-edge solutions. This innovation pipeline is the foundation of our contribution to a more sustainable agricultural system. As we bring innovation to farmers, we are investing in our commercial organization to ensure that we provide the right tools and support to help them maximize the benefits of these new technologies. For example, in 2024, we expanded our plant health organization in Brazil and Canada, establishing dedicated teams of experts to support the competitiveness of our growing biosolutions business in these regions.

With over a decade of commitment to improving our environmental footprint, we see sustainability not only as an environmental imperative, but also as a business strategy. Operating sustainably makes us more efficient, cost competitive, and resilient. Our journey has demonstrated that sustainable practices are both climate smart and capable of driving tangible business value— increasing our operating leverage, reducing costs, and even unlocking new revenue streams. For example, our ongoing efforts to meet our waste to beneficial reuse goal have reduced Scope 3 emissions and contributed approximately $5 million in annual savings.

Furthermore, we continue to deepen our understanding of climate and nature-related risks and dependencies, enabling us to build a resilient manufacturing and supply chain organization that can thrive amid the challenges of tomorrow. As we evolve to meet the objectives of our strategic plan, we continue to integrate sustainable practices throughout our operations worldwide.

Behind everything we do is a talented team of employees who are dedicated to making a meaningful difference for our company, our customers, and our communities. FMC's inclusive culture allows all our people to learn and grow to their fullest potential. We believe this is a key strength in helping us understand and innovate for the global customers and communities we serve. By continuing to build a workplace where we respect one another and work together, we are positioning FMC for long-term success.

As we look to the future, we do so with practical optimism. The challenges ahead are real, but so are our capabilities and our commitment. We have the innovation pipeline, the global reach, the talented team, and the strategic vision to continue delivering solutions that benefit farmers, consumers, our shareholders, and our planet.

**We invite you to explore this report to learn more about our progress, our challenges, and our vision for the future.**
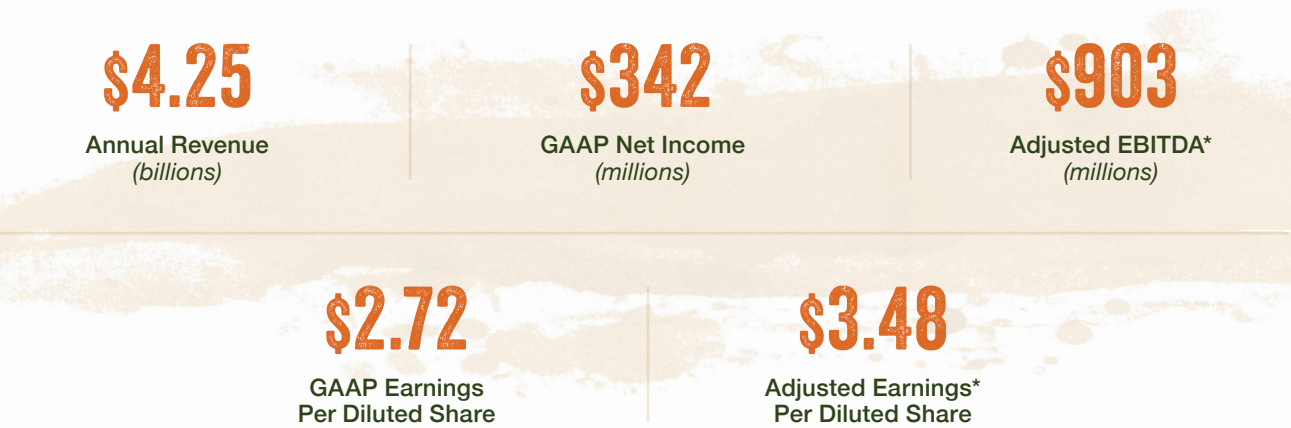
# Company Overview

**At FMC, we are guided by our purpose: Innovation for Agriculture. Solutions for the Planet.** As a leading global agricultural sciences company, we are dedicated to providing farmers with innovative solutions that increase the productivity and resilience of their land. From our industry-leading development pipeline to novel biologicals and precision agriculture technologies, we are passionate about the power of science to solve agriculture's biggest challenges. FMC employs approximately 5,700 employees at more than 100 locations across North America, Europe, the Middle East, Africa, Latin America, and Asia Pacific. Read more about our Governance and Operating Principles at **FMC.com/en/sustainability** or in our **Digital ESG Appendix - Governance**.

## 2024 FINANCIAL PERFORMANCE SUMMARY

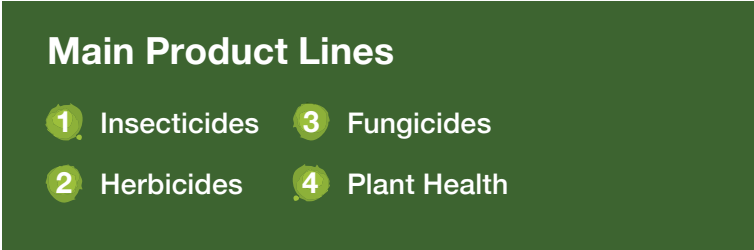For the year ending December 31, 2024, FMC Corporation recorded the following results:

**$4.25**
Annual Revenue
*(billions)*

**$342**
GAAP Net Income
*(millions)*

**$903**
Adjusted EBITDA*
*(millions)*

**$2.72**
GAAP Earnings
Per Diluted Share

**$3.48**
Adjusted Earnings*
Per Diluted Share

*Represents a non-GAAP financial term. Refer to our website, **investors.fmc.com**, for definitions and reconciliations of non-GAAP terms to the most directly comparable GAAP term.

### Global Footprint
*As of December 31, 2024*

**4** Major Innovation Centers

**21** Manufacturing Sites

**6%** R&D Spend as % of Revenue

## GLOBAL WORKFORCE

*As of December 31, 2024*

**5,700** Employees

- **41%** Asia Pacific
- **12%** Latin America
- **21%** North America
- **26%** Europe, Middle East & Africa

## Main Product Lines

1. Insecticides
2. Herbicides
3. Fungicides
4. Plant Health

# Sustainability Priorities

Three key pillars - Protection, Innovation, and Engagement - define and guide our company's efforts related to the environment, sustainable innovation, and social impact.

Our sustainability priorities support these pillars with goals, targets, and initiatives to drive progress across our company and industry.

## 2025 SUSTAINABILITY GOALS

The 2024 status of our 2025 sustainability goals is presented below and in our **Digital ESG Appendices**.

| 2025 SUSTAINABILITY GOALS | | 2024 STATUS |
|---|---|---|
| **Innovation** | **100% R&D SPEND**<br>on sustainably-advantaged products | **100%** |
| **Safety** | **<0.10 TOTAL**<br>Recordable Incident Rate (TRIR)* | **0.10** |
| **Community Engagement** | **100%**<br>on the Community Engagement Index | **81%** |

*TRIR reporting includes FMC employees and supervised contractors.



**SUSTAINABLE INNOVATION**

We invest in new crop protection solutions that help farmers boost yields, build resilience, and better protect the environment and biodiversity. Our portfolio of modern chemistries, biologicals, and precision technologies improves productivity while supporting sustainable farming around the world.

**CLIMATE**

We are taking bold action to address climate change and its impacts by cutting emissions across our value chain and working toward our goal of becoming a net-zero company.

## Our Commitment to People and Planet

**INCLUSION**

We strive to create a company culture in which employees feel respected and valued, find purpose in their work, and can grow to their fullest potential. We are committed to helping all people thrive within our company and across the agriculture industry.

**NATURE**

We are committed to protecting natural resources and vital ecosystems wherever we operate and serve customers globally. This includes reducing our water consumption, improving waste circularity, and restoring natural habitats.

**RURAL LIVELIHOODS**

We strengthen rural communities by improving access to technology, resources, and capacity building that enable people to grow their incomes, improve their health and wellbeing, and achieve a better quality of life. We are particularly focused on creating opportunities for small landholders, women, and youth in agriculture.

# Safety

## RENEWING OUR COMMITMENT

Safety stands as a core value at FMC, shaping our culture, our decisions, and our individual actions. Every employee plays a role in creating a safe and healthy work environment. This includes watching out for the well-being of our colleagues. Safety is a shared responsibility that demands intentional choices from every one of us, every day.

This dedication to safety is evident in FMC's strong record, with a decade of steady improvement. In 2024, our commitment to continuous progress earned us our **fifth Responsible Care® Company of the Year Award** from the American Chemistry Council, a testament to our leadership in safe and responsible operations. This was also a year of reaffirming our safety principles, building on our strengths while fostering greater transparency and dialogue about areas for improvement.



*Celebrating 24 years incident free*

Song Than, Vietnam



Wyoming, Illinois, US

## INCREASED ENGAGEMENT AND OPENNESS

In 2024, we launched an initiative to encourage open conversations and increase employee engagement on safety issues at our manufacturing sites. Each month, manufacturing site leaders convened to share best practices and learn from one another. This effort has strengthened collaboration across locations by creating a network of shared safety resources. Additionally, site leaders began prioritizing regular "walkabouts" with employees, encouraging open conversations and daily safety awareness. Another priority in 2024 was educating employees on the risks of shortcuts or workarounds that could result in injury.

The impact of these efforts rippled throughout our operations, reinforcing our safety culture and leading to meaningful actions at multiple sites:

**Uberaba, Brazil**
A new recognition program improved engagement by encouraging employees to report safety concerns they observe.

**Wyoming, Illinois**
A revamped tracking and reporting system helped reduce overdue safety action items to zero.

**Panoli, India**
Employees showed their steadfast commitment to safety by proactively reporting over 800 near-misses—identifying potential hazards before they could lead to accidents.

**Rønland, Denmark**
A new weekly video series, featuring different leaders each week, highlighted best safety practices in action, ensuring clear communication.

## ENHANCED PROTOCOLS TO SUPPORT PROCESS SAFETY

Process Safety Management is central to FMC's safety culture, and we are continually working to implement robust safety-related systems and procedures. In 2024, our steady focus on process safety through hazard analysis and risk reduction efforts resulted in only one process safety event. This represents a 75% reduction from 2023 and is our strongest process safety record to date.

We also enhanced FMC's quality review and learning review protocols in 2024. The new quality review protocol strengthens process hazard analysis (PHA) by adding a critical layer of expert validation. Before a report is finalized, an expert conducts a review—validating findings, challenging assumptions, and uncovering opportunities for quality improvements. These reviews have led to improvements in PHA education, technical guidance, and execution standards, supporting a stronger, more consistent approach to hazard analysis.

FMC's new learning review protocol is aimed at driving understanding of root causes and standardizing corrective actions across all applicable sites to prevent incident recurrence. For example, we put the new learning program into action when a flexible connection failure between mechanical conveyors led to the release of hazardous powder.



*Celebrating 10 years incident free*

Manatí, Puerto Rico

*Celebrating 10 years incident free*

Savli, India

Instead of addressing the issue in isolation, we launched a company-wide review, assessing similar installations at every site and making necessary corrections to enhance safety across our operations.

### PROJECT PACE

Our Project PACE campaign continued to reinforce our focus on safe driving, with an emphasis on tracking and reporting. By improving visibility to motor vehicle incidents, we can better understand risks and take preventive measures going forward.
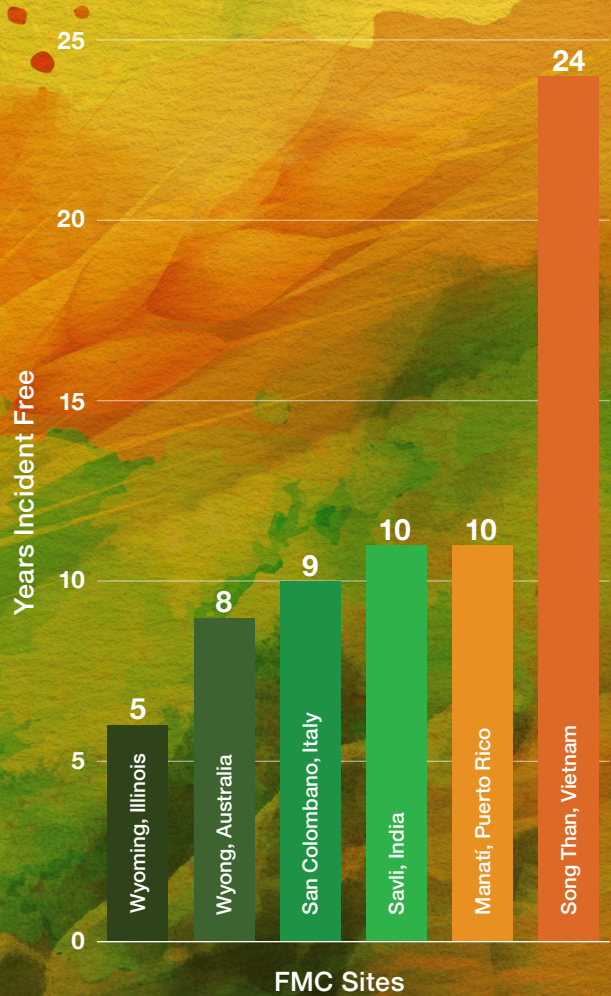
For example, we expanded our use of telemetry systems across our fleet vehicles in Latin America, gathering valuable data and metrics on driving behaviors and patterns. By analyzing leading indicators, we were able to identify trends and root causes and make targeted improvements for the greatest driver safety impact.
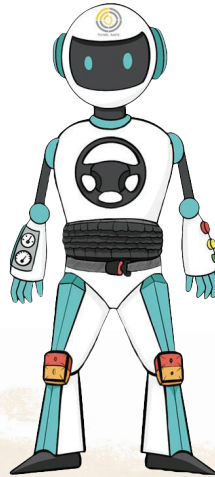
*Our commitment to continuous progress earned us our fifth Responsible Care® Company of the Year Award from the American Chemistry Council.*

## Safety Milestones

Several sites across FMC celebrated significant safety milestones in 2024 - a testament to our colleagues' daily commitment and focus.



Years Incident Free / FMC Sites

- Wyoming, Illinois: 5
- Wyong, Australia: 8
- San Colombano, Italy: 9
- Savli, India: 10
- Manatí, Puerto Rico: 10
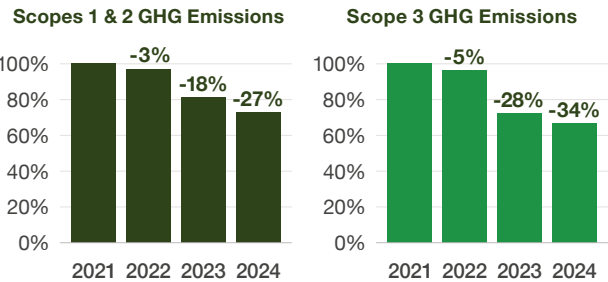- Song Than, Vietnam: 24

# PROTECTION

As FMC evolves to meet the objectives of our strategic plan, we continue to integrate sustainability into our business and functional strategies. This goes beyond lowering emissions to addressing the complex interplay between our business and the ecosystems that sustain us. We're deepening our understanding of our impacts and dependencies on nature in the locations where we operate. In doing so, we're building a foundation for continuous improvement that will not only strengthen our business but also contribute to the resilience of the natural world we depend on.

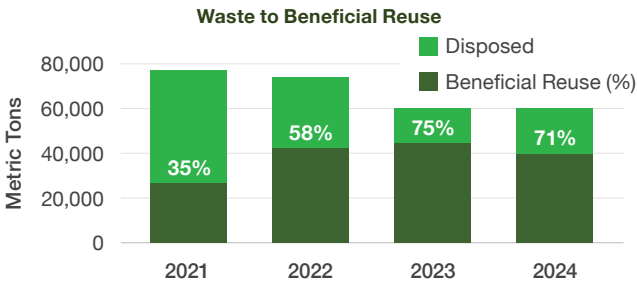**United Nations Sustainable Development Goal Alignment**

**13** CLIMATE ACTION

**15** LIFE ON LAND

# Environmental Goals Progress

## NET-ZERO Absolute GHG Emissions

### Scopes 1 & 2 GHG Emissions



- 2021: 100%
- 2022: -3%
- 2023: -18%
- 2024: -27%

### Scope 3 GHG Emissions



- 2021: 100%
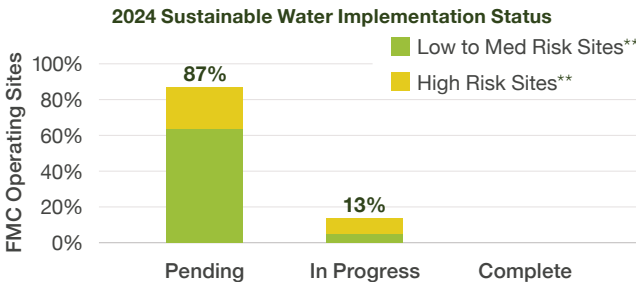- 2022: -5%
- 2023: -28%
- 2024: -34%

In 2024, we achieved a reduction of 653K tCO$_2$e,* compared to our 2021 base year, marking a cumulative 27% decrease in Scopes 1 and 2 emissions and 34% decrease in Scope 3 emissions since 2021. Our ongoing dedication to procuring clean and renewable energy, along with our focus on operational and energy efficiency, has led to reductions in our Scopes 1 and 2 emissions. These efforts not only decrease our energy consumption but also reduce the use of raw materials, water, and waste. While most of our Scope 3 emissions reductions resulted from lower production volumes compared to our base year, our efforts to meet our waste and water goals also contributed to reductions. As we move forward, we will continue to expand our strategic engagement with key suppliers to enable accurate accounting of their sustainability initiatives and to drive momentum across our value chain.

*Metric tons of carbon dioxide equivalent

## 100% Waste to Beneficial Reuse

### Waste to Beneficial Reuse



Legend: Disposed, Beneficial Reuse (%)

- 2021: 35%
- 2022: 58%
- 2023: 75%
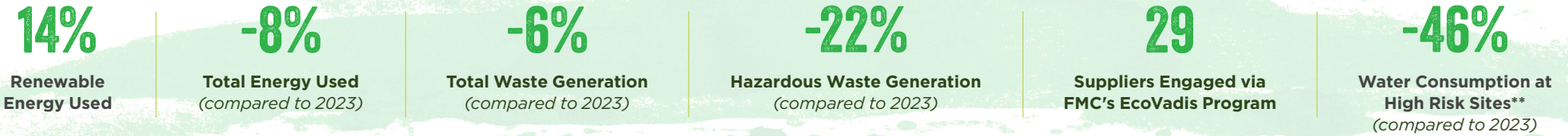- 2024: 71%

(Metric Tons axis: 0 – 80,000)

Our waste to beneficial reuse program takes a holistic approach to waste circularity, focusing on reduction of overall waste generation while maximizing opportunities for reuse. In 2024, we beneficially reused 39,600 metric tons of waste. While the percentage of waste we diverted to beneficial reuse was lower than in 2023, we implemented several initiatives that successfully reduced the total amount of waste generated by 6%. Key efforts that drove progress across multiple FMC sites in 2024 included increased solvent recovery and continued pallet and drum recycling programs. These efforts also delivered cost savings through more efficient use and reuse of materials.

## 100% OF SITES Implement Sustainable Water Practices

### 2024 Sustainable Water Implementation Status



Legend: Low to Med Risk Sites**, High Risk Sites**

- Pending: 87%
- In Progress: 13%
- Complete:

(FMC Operating Sites axis: 0% – 100%)

In 2024, we advanced our commitment to implement sustainable water practices at our sites by reducing our water consumption and better understanding the water challenges in the communities where we operate. We are also focused on mapping catchment areas in each region to enhance our understanding of shared water challenges. This will help us proactively target water conservation efforts that address nature-related issues and support water security for our operations.

**Site water risk designation criteria as described on page 71.

# 2024 Highlights

| 14% | -8% | -6% | -22% | 29 | -46% |
|---|---|---|---|---|---|
| Renewable Energy Used | Total Energy Used *(compared to 2023)* | Total Waste Generation *(compared to 2023)* | Hazardous Waste Generation *(compared to 2023)* | Suppliers Engaged via FMC's EcoVadis Program | Water Consumption at High Risk Sites** *(compared to 2023)* |

# Climate Transition Plan Update

FMC published **our first-ever Climate Transition Plan in 2024, charting a path to achieving net-zero GHG emissions**. As we execute on this plan, we remain committed to action and accountability. Every year, we'll share progress updates in our sustainability report.

Our Climate Transition Plan includes our decarbonization strategy, which outlines our business-first approach to emissions reduction. In 2024, we progressed on actions across several key areas: improving energy and operational efficiency, transitioning to clean and renewable energy sources to address Scopes 1 and 2 emissions, and integrating sustainability into our supplier and logistics processes to tackle Scope 3 emissions. We also began to lay the groundwork for longer-term aspects of our journey that are more dependent on external innovation, such as manufacturing electrification. This dual focus allows us to maintain momentum while preparing for ambitious emissions reductions as technology and infrastructure opportunities evolve.

For a complete update on our Climate Transition Plan, please see our **Digital ESG Appendix**.

## CLEAN AND RENEWABLE ENERGY

Our energy sourcing approach is aligned with our broader business goals, delivering financial benefits alongside environmental impact. In 2024, we pursued opportunities to use FMC-owned land to generate clean electricity. We initiated a plan to implement a solar energy project on over 30 acres of land at our Stine Research Center in Newark, Delaware, and executed a new solar power purchase agreement at our Active Ingredient site in Jinshan, China. Although impacts from the solar projects won't be accounted for until the arrays are operational, we estimate a 4% reduction in GHG emissions by 2027 attributed to these projects. Additionally, we expanded our clean electricity portfolio with emissions-free energy certificates (EFECs) at Stine. The EFECs accounted for a 45% annual reduction in GHG emissions at the site in 2024.

## ENERGY AND OPERATIONAL EFFICIENCY

Our efficiency initiatives are driving emissions reductions while generating cost savings. At Stine Research Center, for example, we've implemented a building automation system that replaces outdated controls with the latest technology for enhanced efficiency. The site also installed equipment that optimizes performance and reduces run times for energy-intensive systems like fume hoods. These upgrades have improved operational efficiency at the site. Grant funding from the Delaware Energy Efficiency Investment Fund helped lower upfront costs, making these projects more economically viable. We also continue to implement low-cost, high-impact efficiency enhancements across our operations, including transitioning to LED lighting and improving insulation. **Our collective efforts in 2024 not only reduced emissions but also delivered nearly $1 million in operating cost savings, reinforcing the benefits of our strategy.**

## SCOPE 3 PROGRESS

FMC is keenly focused on strengthening supply chain resilience to support future growth, and these efforts are critical to driving down Scope 3 emissions. We are further integrating sustainability into our supplier assessment process, enabling a fit-for-purpose network that is capable of adapting to evolving business demands while remaining cost-competitive. In 2024, we expanded our strategic supplier engagement efforts and laid the groundwork for critical improvements in packaging, transportation, and distribution.

While tracking GHG emissions—both from our own operations and from upstream suppliers—is complex, our focus on data will help us improve transparency and our ability to calculate and report the product carbon footprint (PCF) of our portfolio in the future. To advance our Scope 3 strategy, we will develop a roadmap to execute PCF calculations for our portfolio, which will allow us to identify improvement opportunities to reduce our footprint and share insights with our customers.

## SUPPLIER SELECTION AND ENGAGEMENT

Our suppliers play a critical role in our Climate Transition Plan. In 2024, we continued to collect data needed to understand and influence emissions beyond our direct operations. We also developed a Resiliency Index that will be used for our key portfolios during 2025 and beyond. This index incorporates ESG risk data into our supplier evaluation process, which already assesses factors such as supply capability, cost, and logistics. By understanding the physical (e.g., wildfire, heat, hurricane) and transition (e.g., regulatory, carbon tax) risks faced by suppliers, we will be equipped to proactively identify climate-related risks and create mitigation strategies for a more resilient supply chain.

## TRANSPORTATION AND DISTRIBUTION

The seasonal and weather-dependent nature of our products has historically made it challenging to predict spot demand, leading to inefficiencies and redundancies in our transportation network. To address this, we piloted a network optimization model that enables faster transit times and reduced mileage. By leveraging data from the model, FMC can reduce both operational costs and GHG emissions while providing more responsive service to our customers. Building on the success of the pilot, the model will be implemented throughout North America in 2025 and expand to other regions in the future.

## PACKAGING

As part of our efforts to build an actionable data set to achieve Scope 3 objectives, our procurement team began transitioning to a weight-based methodology for evaluating suppliers' packaging materials. This approach provides more granularity than a spend-based methodology, enabling us to identify which materials have the greatest environmental impact and to work more closely with suppliers to explore options for cost-effective, lighter-weight, and lower carbon material. By linking environmental impact to our procurement decisions, we're transforming supplier relationships to align with both sustainability and cost imperatives.

## WASTE CIRCULARITY

In 2024, we reduced waste generation through targeted efforts in support of our waste to beneficial reuse goal. Increasing waste circularity—by reusing materials and enhancing recycling efforts—directly supports our business goals and reinforces a more sustainable approach to resource management.

Our waste to beneficial reuse projects have generated significant annual cost savings. Our Mobile, Alabama, site contributed to these savings by reducing their total waste generated by 44% compared to the previous year. One of the site's key initiatives was a wastewater treatment project to reduce hazardous waste disposed by enabling on-site treatment. This reduced water consumption by 98% compared to 2023 and cut waste disposal costs by over $4 million a year. See "Partners for Environmental Progress (PEP) Stewardship Award" for additional details.



Mobile, Alabama

## Primed to leverage energy advancements

We are actively exploring the use of green hydrogen as an alternative fuel source for industrial boilers at our sites. Transitioning to green hydrogen, however, is complex. It demands specific equipment, supportive infrastructure, and regulatory clarity—none of which is fully realized today. Nonetheless, we're taking proactive steps to position ourselves for the future. By evaluating our needs and engaging in industry discussions, FMC expects to be ahead of the curve and prepared to capitalize on green hydrogen as the technology achieves scale and becomes viable.

## FMC's First Annual Sustainability Excellence Awards: Environmental Impact Award

In 2024, we launched the FMC Sustainability Excellence Awards, an initiative recognizing employees' contributions to our sustainability goals. In this inaugural year, FMC employees around the globe submitted over 40 unique employee-led initiatives dedicated to Sustainable Innovation, Social Impact, and Environmental Impact.

This year's Environmental Impact Award—recognizing employees who contributed to FMC's environmental goals related to net-zero, waste, and water—was presented to our Mobile, Alabama, site for a natural gas reduction project. Improvement engineers had been making low-cost, incremental adjustments to the site's two vent gas incinerators for several years, but they saw potential for even greater improvement. In 2024, they submitted for and received a permit modification that allows one of the incinerators to operate at a lower temperature, reducing its natural gas usage by 29%. The previous temperature had been set and approved based on historic, outdated production scenarios. The initiative of FMC employees reflects how we continuously rethink our approach to manufacturing and energy utilization.


Mobile, Alabama

FMC Sustainability Excellence Awards

As an Early Adopter of the Taskforce on Nature-related Financial Disclosures (TNFD), we recognize that our business is intertwined with the ecosystems where we operate. In 2024, we mapped our manufacturing sites to key biodiversity-sensitive areas. This was a critical first step in understanding our nature-related dependencies, risks, and opportunities across our global operations. This work expands on our ongoing work in water stewardship and will help guide our efforts in 2025 and beyond. For more information on FMC's TNFD efforts, see pages 48 and 52.


Taskforce on Nature-related Financial Disclosures

## Environmental Metric Criteria and Assurance

FMC reports our GHG emissions following the guidance in the GRI Standards and calculated in accordance with the Greenhouse Gas Protocol. In 2024, we engaged KPMG to provide limited assurance in relation to specified environmental and safety metrics. The metrics and notes subject to assurance were prepared in accordance with the criteria outlined in our **Digital ESG Appendix - Governance**, pages 65-71. See the Independent Accountants' Review Report on page 39 and the list of metrics and notes subject to assurance on page 64.

## American Chemistry Council Waste Minimization, Reuse, and Recycling Award

FMC's U.S. manufacturing sites were recognized by the American Chemistry Council for **collectively increasing their rate of beneficial reuse by approximately 5% from 2021 to 2023**. The award also acknowledged FMC's recycling programs, process improvements to reduce hazardous waste generation, and implementation of best practices to minimize lab waste.



RESPONSIBLE CARE™
Driving Safety & Sustainability

## Partners for Environmental Progress Stewardship Award

Partners for Environmental Progress (PEP) awarded FMC a 2024 Environmental Stewardship Award for a wastewater treatment project at our Mobile, Alabama, site. The project allows two-thirds of the site's waste stream from manufacturing diamide products to be treated at its on-site wastewater treatment plant, **diverting 12 million pounds of waste from disposal annually**.

Prior to implementing this project, over 15 million pounds of process waste was being incinerated each year. This not only resulted in high costs, but also generated significant GHG emissions. By diverting a majority of this waste from incineration, **FMC has reduced GHG emissions by 575 metric tons of $CO_2$ equivalents** and will save over $4 million annually.

The team at Mobile has contributed significantly to our waste to beneficial reuse goal, which first aims to reduce waste at the source.

*"For this project, I worked with our wastewater treatment lab to develop the treatment method used on the process water. This was a first for our site, involving a fair amount of lab work to ensure complete treatment. I also collaborated with our environmental specialist to develop the EPA permitting package."*

Colman Bradwell, *Improvement Engineer*



Colman Bradwell, *Improvement Engineer*

# INNOVATION

Innovation is at the heart of our commitment to farmers and the environment. The crop protection solutions we are discovering and developing today, from modern chemistries and novel biologicals to advanced precision agriculture technologies, are making it possible for farmers to improve crop yields while preserving the land and resources they depend on. We are excited about the future as we continue to provide farmers with products and innovative technologies that contribute to agricultural sustainability around the world.

## Innovation for Agriculture

In 2024, we continued to invest in developing new crop protection technologies to help farmers solve their biggest problems. FMC's industry-leading innovation addresses threats to yields from biotic stresses like insects, weeds, and diseases, and abiotic stresses like heat and drought.

We are actively developing and commercializing three new fungicides, each with a different mode of action and proven effectiveness against a range of diseases. As an example, we are excited about a new fungicide molecule for Asian soybean rust, an aggressive disease that has developed resistance to existing control methods. Our innovation extends equally to herbicides, with new modes of action supporting our unique approach to weed control.

Our exciting portfolio of biological solutions will continue to offer farmers effective and sustainable options for controlling pests and diseases as we look forward to launching new pheromone- and microbial-based products in coming years. Among these innovations is a new foliar biofungicide that will provide both conventional and organic fruit and vegetable farmers with excellent control of foliar diseases.

Today, we are helping farmers tackle the most challenging weeds and diseases with new products powered by our latest actives, Isoflex™ active herbicide and fluindapyr fungicide.

## AMBRIVA® HERBICIDE
### POWERED BY ISOFLEX™ ACTIVE

Wheat is an important staple food crop in India, contributing 36% of the total food grain production in the country. In 2024, we launched Ambriva® herbicide for Indian wheat farmers who face significant challenges from *Phalaris minor*, also known as littleseed canarygrass. This invasive weed grows quickly and competes with wheat for nutrients, water, and sunlight, resulting in yield losses of up to 50%. Over the last few decades, *Phalaris minor* has developed resistance to multiple herbicide chemistries, leaving farmers with limited options to protect their crops. Ambriva® herbicide has been rigorously tested on wheat over multiple seasons in India and has shown strong performance against *Phalaris minor* and key grass weeds already resistant to other modes of action.

### Sustainability Advantages of Isoflex™ active

› New mode of action in cereals (wheat and barley), providing farmers with a valuable tool for resistance management.

› Can be applied pre-emergent and early post-emergent, providing a longer window of application, maximizing farmer productivity.

› Improved Product Sustainability Assessment profiles in Food Expectations, Health & Safety Expectations, Climate Change, and Land Competition compared to industry benchmark.*

*As determined by FMC's Product Sustainability Assessment. Benchmark represents a product currently on the market that has the largest market share.

## SUSTAINABLE INNOVATION KEY

In 2024, we aligned our products and technologies to five key areas of sustainability. The icons below appear next to products and technologies that support these areas.

**Climate Resilience**

**Soil/Plant Health**

**Water Use Efficiency**

**Biodiversity Protection**

**Compatible with Regenerative Agriculture**

## Insights From the Field

Until recently, I struggled to eliminate *Phalaris minor* from my wheat crop, but after using Ambriva® herbicide, I saw remarkable results. Initially, my 25-day-old wheat turned chlorotic, but within 15 days, the crop recovered to a healthy green color, with complete control of weeds present in the field. This product effectively manages *Phalaris minor* with just one application, saving time, labor, and money."

Gurmeet Singh, Farmer
*Gurdaspur, Punjab, India*

Grower Demo

Adastrio®

Untreated

## Insights From the Field

"Adastrio® held its own against what we would consider the premium fungicide we use on our farm. Seeing the product's disease control firsthand gave us confidence that we'd done everything we could to help the crop finish strong. Adastrio® also has a lower use rate by about half, which makes it easier to handle and we had no mixing issues."

**Josh Sass**
*Sass Family Farms, Woodstock, Illinois*

## ADASTRIO® FUNGICIDE

Tar spot disease, caused by the fungus *Phyllachora maydis*, has emerged as a significant challenge for corn farmers and agronomists in the U.S. since its discovery in northwest Indiana in 2015. This disease can lead to substantial production and economic losses, with severely infected fields experiencing yield reductions of up to 60 bushels per acre. Studies have shown that using **Adastrio®**, a fungicide with three modes of action, is more effective than a single-mode-of-action fungicide for treating tar spot. Adastrio® fungicide combines fluindapyr, a novel molecule in the SDHI class of chemistry that controls pathogens resistant to other chemical classes, with two other proven technologies to help protect corn, wheat, barley, and other crops from yield-robbing foliar diseases like tar spot.

### *Sustainability Advantages of fluindapyr fungicide*

› A novel molecule in the SDHI class to support resistance management.

› Reduces abiotic stress during the crucial growth stage.

› Improved Product Sustainability Assessment profiles in Food Expectations and Scarce Resources compared to industry benchmark.*

> *As determined by FMC's Product Sustainability Assessment. Benchmark represents a product currently on the market that has the largest market share.

## BIOLOGICAL SOLUTIONS

Biological solutions are central to FMC's vision for the future, and we continue to expand our exciting portfolio of proprietary innovative products.



In 2024, we launched **Nuvola® biostimulant**, a tropical red seaweed-based solution that can be used in organic farming systems. Rich in sulphated galacto-oligosaccharides and naturally occurring minerals, this biostimulant improves a plant's response to abiotic stress and enhances uptake of water and nutrients. We also launched **Catulia®**, a bionematicide based on two unique bacterial strains that form a protective barrier on a plant's root surface, preventing damaging nematodes from penetrating the root.

Biocontrol products are an expanding area of focus for FMC as we strive to provide farmers with tools that complement their existing pest management programs while supporting sustainable farming practices. **Our partnership with Ballagro Agro Tecnologia Ltda. in Brazil** is an example of how we are strengthening our portfolio of biocontrol products in key markets and providing farmers with innovative solutions to improve their productivity, efficiency, and sustainability.

## CATULIA® BIONEMATICIDE

In 2024, Catulia® bionematicide was approved for sale by the Fertilizer and Pesticide Authority of the Republic of the Philippines for use in banana plantations. It is the first-ever biological nematicide in the Philippines banana industry, which exports the third largest supply of the fruit worldwide. Ensuring healthy banana crops is vital to the country's economy and culture.

Catulia® bionematicide was discovered and developed to address the problem of plant parasitic nematodes. Nematodes are microscopic pests that live in the soil and feed on plant roots, causing root damage, malnutrition, and vulnerability to other pests and diseases. Crop damage caused by nematodes results in significant economic losses each year.

Controlling crop-damaging nematodes is particularly challenging and often relies on older chemistries that are being phased out, leaving farmers with fewer options to control these harmful pests. Over the last decade, FMC invested in bionematicide research to provide farmers with effective and sustainable biosolutions that help address these challenges.

Our research resulted in the selection of two unique bacterial strains: *Bacillus paralicheniformis* and *Bacillus subtilis*. Both are naturally occurring bacteria in the soil that grow on the root surface, providing a protective barrier called biofilm.

The biofilm camouflages plant roots and prevents nematodes from penetrating the root, resulting in a stronger root system that can efficiently deliver water and nutrients to the plant. The spores of these two strains became the source of the active ingredient in our first commercial products, Quartzo™ and Presence Full™ bionematicides, which have become two of the most trusted bionematicides on the Brazilian market.

*We are excited to provide Philippines banana farmers with this innovative and sustainable solution as we continue to grow and expand our biologicals portfolio to countries around the globe.*



Effects of Catulia™ SC in Cavendish bananas under nursery condition. Large plot Demo of Catulia™ SC (*Bacillus subtilis* & *Bacillus licheniformis*) on Cavendish Bananas against nematodes (*Radopholus similis* – commonly known as burrowing nematode of bananas).

# An Integrated Approach to Crop Protection

At FMC, we develop solutions that help farmers improve productivity while promoting resource efficiency and sustainable use of inputs. One way we do this is by understanding how synthetics, biologicals, and precision agriculture technologies can work together to provide excellent plant protection from biotic and abiotic stresses, while helping farmers reduce water use, enhance soil quality, and minimize impact to beneficial insects like pollinators. Some examples of our integrated products and programs include:

### COMBINED SYNTHETIC AND BIOLOGICAL PRODUCTS

**Ethos® Elite LFR® insecticide/biofungicide combines an effective and trusted insecticide with two proprietary biological bacterial strains**, *Bacillus velezensis* and *Bacillus subtilis*, for control of early-season seedling diseases and soilborne insect pests. The unique biofungicide strains form a protective barrier on the root surface, supporting a healthy root system that drives water and nutrients to the plant and increases crop resiliency against abiotic stress. Ethos® Elite LFR® insecticide/biofungicide is applied At-Plant, which minimizes chances of off-target movement and exposure to certain beneficial insects. In addition, Ethos® Elite LFR® insecticide/biofungicide is compatible with regenerative agriculture practices, including low/no till, cover cropping, and integrated pest management (IPM).

### IPM SYSTEMS

FMC is developing **new pheromone-based solutions** for managing key pests in row crops under the brand name Sofero® pheromone solutions. Pheromones work best as part of an IPM system. Precision technologies can help farmers monitor pest pressure and target hotspots in the field while pheromones can be applied to reduce pest reproduction, supported by insecticides to control outbreaks. We are working with farmers to develop a holistic approach that fits seamlessly into their current practices. We anticipate leveraging FMC's Arc™ farm intelligence platform to provide valuable information for farmers to support the use of pheromones and ensure precise, targeted application of insecticides.

### IPM PROGRAMS

**Gennesis Cana is an IPM program for sugarcane farmers in Brazil** that combines FMC's synthetic and biological solutions to tackle pest and disease threats and enhance crop health. The program is a solution-focused approach that addresses farmers' challenges while improving productivity and sustainability. The integration of synthetics with biologicals has been shown to reduce the chemical load in the soil by up to 10% compared to the standard management practice, allowing farmers to get more of their crops certified. Farmers have also seen improvements in soil quality with up to a 15% increase in beneficial enzymes, which has helped improve the productivity and resilience of their crops. To date, **over 100,000 hectares of cropland have benefited from the Gennesis Cana program**.







## IPM AND PRECISION AGRICULTURE – THE PALEOPANAGIA SUCCESS STORY

In the heart of South Peloponnese, Greece, olive groves dot the ancient, rolling landscape. With its abundant sunshine and favorable climate, this area is ideal for olive production. In the area of Messinia, an estimated 15 million olive trees cover almost 29% of the total land, and 80% of the cultivated land, yielding an average of 50,000 tons of olive oil each year. Most groves are owned by small family farmers.

Among the groves, a formidable pest threatens olive production and olive oil quality. The olive fruit fly *(Bactrocera oleae),* which feeds exclusively on olive fruit, has been found throughout the Mediterranean basin. In Italy, for example, losses due to the olive fruit fly have been estimated to reach up to 30 percent of the crop in some areas. Overuse of insecticides to treat olive fruit fly infestations has led to the development of resistance, so an integrated approach is ideal. Monitoring and early detection are critical components of an IPM system, allowing for timely intervention and a variety of pest control methods.

In 2024, FMC partnered with the Paleopanagia Cooperative in southern Greece to employ an IPM program targeting the olive fruit fly. The program focused on early detection of the pest to facilitate precise, targeted applications of FMC's

**Exirel® Bait** insect control powered by Cyazypyr® active. The unique concept of band or spot application of Exirel® Bait insect control makes it possible to reduce the amount of product applied, minimizing environmental impacts and saving farmers water, fuel, and time compared to a full-coverage foliar application of a traditional product.

FMC's precision agriculture platform, Arc® farm intelligence, was used to monitor the presence of the olive fruit fly over an 800-hectare area. More than 50 pest monitoring traps were installed among the olive groves, which provided farmers with real-time, visual data on infestation levels throughout the season. When pest pressure neared well-established olive fruit fly thresholds, they knew exactly where and when to apply Exirel® Bait to manage the infestation. This data-driven approach aided precision application and helped farmers sustainably manage the olive fruit fly even during periods of high pest pressure in the 2023 season.

The Paleopanagia Cooperative credits the IPM program with safeguarding the productivity and quality of their harvest. During the 2023 growing season, the Cooperative produced extra virgin olive oil with an exceptionally low acidity of 0.27%. This high-quality product achieved a new European market price record in 2023 at 10.11 Euros per liter.



Exirel® Bait
Insecticide
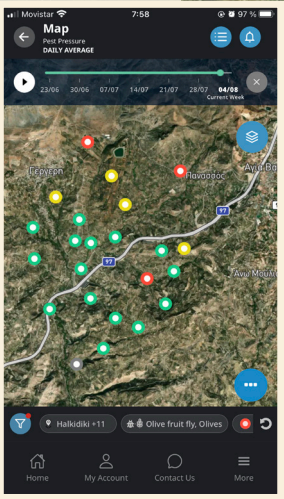
## FMC Sustainability Excellence Award for Sustainable Innovation

The Sustainable Innovation Award recognizes employees who develop innovative solutions (such as tools, products, and programs) that help farmers around the world boost yields, build resilience, and better protect the environment.

In 2024, the Award went to the Project Utkarsh team for implementing an IPM program to help small landholders in India transition to sustainable farming practices. The program incorporated synthetic and biological solutions, specialized crop nutrition strategies, and advanced precision farming techniques to help farmers manage harmful pests while promoting soil health, input optimization, and yield enhancement.

## Bridging Science and Nature to Move Agriculture Forward

FMC's R&D team is passionate about developing novel crop protection solutions to help farmers improve productivity and sustainability on the farm. Increasingly, this means harnessing naturally occurring processes to develop novel modes of action that control harmful pests.

Among the latest technologies the team is working with is RNA interference, or RNAi. RNAi is a natural process in living organisms that influences gene expression. Foliar applications of RNA molecules can be used to manage pests. Since RNA molecules can be developed to target specific gene sequences in harmful pests while avoiding gene sequences in beneficial insects like pollinators, it is a promising tool in the advancement of sustainable crop protection.

Our partnership with AgroSpheres is an important part of our efforts to accelerate the development of RNA-based crop protection solutions. AgroSpheres' Agricell technology helps to eliminate two hurdles in the development of RNA-based solutions:

**1  Durability**

**First**, encapsulation of the RNA molecules within the Agricell helps it survive the harsh environment on the leaf surface or in the insect gut.

**2  Cost of Production**

**Second**, the novel manufacturing technology helps to lower the cost of RNA production by producing the RNA and encapsulating it in one fermentation tank, making RNAi accessible to more markets.

**AgroSpheres' groundbreaking approach targets specific yet diverse biological actions, enabling future product offerings and innovation.**

"We believe that RNAi can provide a suite of powerful new tools for the crop protection market, and that AgroSpheres has built a powerful platform to discover and manufacture these new technologies. This collaboration is a testament to our dedication to innovation and excellence in crop protection. It underscores our belief in the power of partnership to drive agricultural science forward, ensuring a healthier planet for future generations."

Dr. Seva Rostovtsev, *FMC Executive Vice President and Chief Technology Officer*

## The Power of Partnership: FMC and Optibrium

The discovery, development, registration, and commercialization of a new crop protection product can take up to 12 years on average. With the challenges facing agriculture today, time is of the essence. Innovation is key to minimizing time-to-market and helping us solve farmers' problems quicker.

FMC is partnering with Optibrium, a leading developer of software and artificial intelligence (AI) solutions for small molecule discovery, to accelerate the discovery and commercialization of our industry-leading pipeline. FMC will utilize Optibrium's Cerella™ and StarDrop™ technologies to further internal research and development. Expanding FMC's Discovery process to include Optibrium's innovative Augmented Chemistry® AI technologies will help bring new solutions to farmers faster. Machine learning and AI methods will serve to identify promising compounds, optimize their properties, and support our focus on sustainable products.

Collaboration remains a cornerstone of sustainable crop protection innovation. As we navigate the complexities of feeding a growing global population, joint efforts between R&D organizations in industry, academia, and government will shape a more resilient and sustainable future for all.

# FMC Science Academy: Getting Closer to Growers

In 2024, established the FMC Science Academy at our R&D Center in Paulinia, Brazil, creating a dynamic knowledge hub where innovation meets practical application. The Academy serves as an interactive forum where farmers and partners experience firsthand how our cutting-edge solutions can sustainably improve crop yield and quality.

What makes the Academy unique is our approach to knowledge sharing. Rather than simply presenting technical information, our R&D and technical service experts transform complex scientific concepts into practical, applicable solutions tailored to the realities farmers face in the field. This hands-on experience with innovations powered by key FMC technologies—including Isoflex™ active, fluindapyr, and Provilar™ biofungicide—allows participants to understand the value and implementation of our products.

The Academy places particular emphasis on sustainable pest management and resistance management practices for controlling weeds, insects, and diseases. By demonstrating how our solutions can be integrated into sustainable farming systems, we're helping farmers across



Brazil adopt practices that balance productivity with environmental stewardship.

To date, **more than 1,000 people have participated in the FMC Science Academy** representing approximately 60 million acres.

This initiative represents FMC's commitment providing farmers with the tools and knowledge to use the latest agricultural innovations effectively and sustainably. By bridging the gap between scientific innovation and practical application, the FMC Science Academy is helping to shape a more sustainable future for agriculture in Brazil and beyond.

*"What satisfies us most is hearing 'Now I get it. Fantastic.' The Academy is not just about FMC sharing information—it's a place for exchanging ideas. We learn about the needs of farmers while establishing ourselves as reliable technical experts and trusted advisors."*

Claudia Nunes, *R&D Director, Latin America*

# Product Stewardship

## Q&A WITH JAIME HERNANDEZ, GLOBAL STEWARDSHIP DIRECTOR

*Why is product stewardship important, especially to an innovation company like FMC?*

The importance of product stewardship can be summed up with what I call the 4Ps: it **promotes** the safe use of pesticides, while **protecting** the health of farmers, their land, and the environment. It **prevents** incidents while helping farmers capture product benefits to **produce** higher crop yields. Stewardship is especially critical for FMC as we prepare to introduce several new molecules from our R&D pipeline. For example, with no new mode of action for herbicides in our industry in over 30 years, our upcoming launch of a novel herbicide molecule is a significant breakthrough.

## THE 4Ps OF PRODUCT STEWARDSHIP

- **Promote**
- **Protect**
- **Prevent**
- **Produce**

Stewarding proper use and application will be essential to prevent incidents and protect long-term availability for farmers.

*What value does product stewardship bring to the business and farmers?*

We're working to make stewardship integral to our business model, creating value across economic and sustainability dimensions. Discovering and commercializing new products requires a huge investment, with costs increasing every year. Ensuring the longevity of products in the market is paramount to recouping costs and maintaining innovation pipelines. On the sustainability front, stewardship helps ensure products are applied safely and according to the label. This will not only protect the health of farmers and the environment but also support farmers' profitability by optimizing the use of inputs. Balancing productivity, profitability, and sustainability is vital for farmers, and stewardship can help achieve these objectives.

*How does stewardship support our relationships with farmers?*

Stewardship is becoming a natural part of the conversation between farmers and our sales representatives—not as a business requirement or pricing discussion, but as an opportunity to focus on grower safety, land sustainability, and long-term profitability. Farmers who follow stewardship practices take pride in the way they manage their business. Conversations about stewardship strengthen our relationships with farmers, build trust, and reinforce their loyalty to our products.

*What are FMC's strengths when it comes to product stewardship?*

Our stewardship program is tailored to the needs of farmers and closely aligned with our portfolio, making it both relevant and impactful. Product stewardship is increasingly embedded in our company culture, driven by a team that's passionate and committed. The 2024 Product Stewardship Awards highlight the energy and dedication of our people across geographies. Beyond that, we have the right foundation in place—strong internal processes, organization, and technology—to support and expand stewardship efforts.

*Where will FMC focus its stewardship program going forward?*

The biggest opportunity lies in maintaining our focus on meeting the needs of farmers while providing our commercial team with the right resources to build trusted relationships. At the same time, we are exploring how we can leverage new digital tools to enhance our stewardship activities, adapting to the ongoing digitalization of agriculture and evolving needs of the industry.

## FMC CHINA RECOGNIZED AS A LEADER IN PRODUCT STEWARDSHIP

FMC earned two awards at the 9th Summit Forum on Safe and Scientific Use of Pesticides organized by the China Crop Protection Industry Association. This marks the 7th consecutive year that FMC has received the Enterprise Demonstration Award for Safe and Scientific Use of Pesticides Training. Li Xinhui, technical services supervisor, also received the Model Worker Award for Safe Scientific Use Training. The awards recognize the team's efforts to train farmers and applicators on science-based selection and application of pesticides, proper recycling and disposal of empty packaging, and pollinator protection. As part of these efforts, a total of 1,440 training sessions were held, involving more than 55,000 farmers and applicators. FMC was also recognized for promoting the standardization and classification of pesticide labels in China to delay the development of pesticide resistance, mitigate risk, and minimize pesticide exposure.

## PRODUCT STEWARDSHIP AWARDS

FMC's annual Product Stewardship Awards celebrate our employees' passion and commitment to product stewardship globally. The 2024 Awards were presented to employees from each region and function for projects and initiatives completed in 2023. **Nominations for this award cycle increased 66% from the prior year, demonstrating high levels of engagement in product stewardship across the company.**

We're proud to highlight this year's regional award recipients:



*Asia Pacific*

**India: Collaboration with the government and medical community to increase awareness about the responsible use of pesticides.**

In Maharashtra, India, poisoning from improper management of crop protection products is a major concern, with numerous reported cases each year. The Akola stewardship team in Maharashtra collaborated with the government and medical community to promote safe agrochemical practices through workshops, training sessions, and awareness campaigns. Their efforts effectively increased awareness and improved attitudes toward agrochemical safety.

### *Europe, Middle East, Africa*

**Spain: Stewardship of Verimark® insect control product launch.**

Following the registration of Verimark® insect control in Spain, the Spanish team executed an extensive communication campaign to ensure responsible use of the product. The team conducted over 50 meetings reaching more than 500 technicians and farmers in Spain's main greenhouse areas. The presentations provided in-depth technical support, as well as guidance on resistance management to enhance Verimark® insect control's longevity.

### *North America*

**U.S.: Program to optimize the quality and efficacy of Xyway® LFR® fungicide.**

Xyway® LFR® fungicide is a unique At-Plant fungicide that provides excellent control of key foliar diseases while also supporting root growth and development to enhance crop resilience. To address the fungicide's unique handling and preparation needs, the U.S. team implemented the Xyway® Confidence Plan. This initiative led to improvements in both the formulation and manufacturing processes, ensuring product quality and efficacy.

### *Latin America*

**Brazil: BoxCalda system developed for smallholder farmers to enhance efficiency, safety, and sustainability.**

BoxCalda is a fully enclosed spray preparation system that enhances worker and environmental safety by minimizing exposure to agrochemicals during the mixing process. Designed with smallholder farmers in mind, the system is positioned directly within the field. The accessibility and convenience of BoxCalda significantly enhance farmers' efficiency and overall farm productivity.

*"Launching a product is always good news, but with a product like Verimark®, it is critical to accompany the launch with the technical support and guidance on resistance management to maximize its efficacy and extend its lifecycle."*

Elena Robles, *Insecticides Product Manager and Technical Service*

# BoxCalda: Stewardship in Action

BoxCalda is part of the SmartCalda system developed by FMC to help farmers increase the efficiency, productivity, and sustainability of their operations. **BoxCalda is a fully enclosed system** for preparing sprayable crop protection solutions. It automates the mixing process for agrochemicals, delivering precise dosing while eliminating direct product handling to improve operator safety. After the solution is dispensed, the system initiates a self-cleaning process to prepare for the next use. In addition to enhancing safety in product handling, BoxCalda logs data on product types, quantities used, and their application locations, resulting in a comprehensive and fully traceable system.

While SmartCalda is a larger system typically located within a farm's warehouse or storage facility, **BoxCalda is positioned directly in the field**. This allows operators to reload their tanks quickly and easily, saving valuable time and fuel, and reducing packaging waste in the field.

BoxCalda was initially launched in Brazil's cotton market during the 2022-2023 growing season. In 2024, we expanded the BoxCalda system to include Brazil's soybean market.

ENGAGEMENT

FMC's culture is deeply rooted in creativity, collaboration, and continuous learning. As the organization evolves to deliver on our strategic plan, we remain committed to creating a workplace that upholds these values and provides opportunities for all employees to thrive. Our commitment to people reaches beyond FMC to the agricultural community and the neighborhoods where our employees live and work. We invest in programs and partnerships that provide access to technology, education, food, water, and safe living conditions. These investments help create a healthier and more secure future for everyone.

United Nations Sustainable Development Goal Alignment

8 DECENT WORK AND ECONOMIC GROWTH
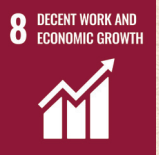
## Charting a New Path for Career Growth and Talent Development

### EMPLOYEE ENGAGEMENT AND CULTURE

We launched our first employee engagement survey in 2021 to gather feedback and gauge employee sentiment across the globe. Since then, we have conducted routine engagement surveys and continued to evolve our people and talent processes based on employees' feedback.

In 2024, we launched a new engagement survey leveraging best-in-class survey design and technology. We achieved a 94% survey response rate, 22% above the global benchmark, and scored 82% for our engagement rating, also above the global benchmark. We are using the survey results to build on what we do well and address areas of improvement to guide our talent strategies going forward. Our goal is to create an environment in which our employees feel supported, engaged, and motivated. This includes investing in new learning and development opportunities and leveraging our strong manager relationships to foster trust and transparency across the organization.

The 2024 survey also featured a new metric – the Inclusion Index – which measures our progress in creating a genuine sense of belonging for all employees. In 2024, FMC scored 81% on the Inclusion Index, nearly 4% above the global benchmark, with the highest ratings reflecting employees' feelings of respect and appreciation for their different perspectives. We are committed to continuing to build a workplace culture of belonging in which different perspectives are supported and valued, and inclusion is embedded in the foundation of our talent practices.



*"As we look to the future, one thing is clear: our talent is the key to our success. For us to win in the market, we must first win at home by investing in our employees."*

Jackie Scanlan, *Executive Vice President and Chief Human Resources Officer*

## TALENT DEVELOPMENT

Our global workforce is comprised of employees with diverse goals and aspirations. To provide meaningful development opportunities across our employee population, it is essential to meet people where they are in their professional journeys. We are investing in modernizing and transforming our learning and development programs to better support employees in each stage of their career with FMC. This includes launching LinkedIn Learning, providing all employees access to industry-leading development content, with over 20,000 courses spanning multiple topics, languages, and levels. With our new, modern mobile learning technology, we provide our entire workforce with personalized learning pathways at their fingertips no matter where they are located. This investment in technology is part of our broader approach to enhancing our talent development programs that will take shape over the next couple of years.

We also recognize that personal and professional development often happens outside work, and we continue to support opportunities for employees to engage with professional and community organizations. A few examples from 2024 include:

### Pennsylvania Conference for Women

In 2024, FMC sponsored the Pennsylvania Conference for Women, a non-profit, non-partisan, professional, and personal development event. It features renowned speakers sharing inspirational stories and leading seminars on the issues that matter most to women. We supported 18 FMC employees in attending the conference, which provided opportunities for business networking, professional development, and personal growth.

### FMC and Women United

FMC is proud to partner with Women United of United Way of Delaware, an organization dedicated to inspiring, motivating, and educating women to become positive change agents in their communities through leadership, philanthropy, and volunteerism. In 2024, the Women's Initiative Network at our Stine Research Center in Newark, Delaware, co-hosted an inspiring panel discussion with Women United, called "United in Power." There, employees had the opportunity to hear from women leaders about their remarkable career journeys.

**UNITED WAY WOMEN UNITED®**

*FMC was named a 2024 Champion of Board Diversity by The Forum of Executive Women. As we continue to fulfill our purpose, we're committed to helping women across our industry grow, advance, and lead in the workplace and beyond.*
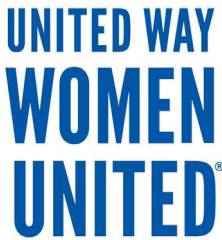




Brigid Zeoli, *Head of Organizational Development and Change* at FMC, led a powerful session on navigating career growth while staying aligned with your values and thriving as a parent and a professional.

### Rural Women Initiatives

In recognition of International Rural Women's Day, FMC sponsored Ativa Mulheres, a celebration of women in agribusiness in Mato Grosso, Brazil. The event highlighted the essential role of rural women in driving progress and innovation in agriculture. We are committed to continuing our support for these initiatives that uplift and empower women, helping them to achieve a brighter future.

FMC is also dedicated to supporting the development of the future workforce and provides annual internship opportunities to students around the world. Our internship programs help high school and college-level students develop professional skills and gain real-world experiences to prepare them for their future careers.

## FMC Intern Spotlight

FMC's LEAD (Learn, Evolve, Apply, Develop) program in the Europe, Middle East, Africa (EMEA) region provides students earning degrees in science and agriculture with a three-to-six-month internship at FMC. Throughout the program, they gain practical experience in the field while building the necessary skills and confidence to make an impact in their future careers.



"My Product development intern journey with FMC has been nothing short of amazing. Over the past nine months I have gained valuable experience, which I believe is sufficient for me to make a difference in farmers' lives. I enjoy field visits the most as this gives a broader perspective of what comes from what we do in the office. It is great to be surrounded by a group of people who share the same vision. Special thanks to the FMC SA team for believing in me with this opportunity."

Basetsana Molomo, Southern Africa
*LEAD Intern, EMEA Development*

"Through FMC's LEAD internship programme, I have had the privilege to be a part of FMC's UK team. Over the last six months I have been working within the commercial department, with a primary focus in marketing. My experience in the agriculture industry has been eye-opening and my understanding has developed immensely. The UK team has been so welcoming and has supported me a lot. I am looking forward to continuing my journey at FMC and I can't wait for what the future holds."

Emily Sunman
*LEAD Marketing Team Placement, UK*

## Supporting Our Communities

At FMC, our commitment to people and the planet extends beyond our operations. Our employees around the globe are passionate about giving back to their communities, whether it's through volunteerism, donations, or other acts of service. The initiatives they lead address critical needs including hunger relief, access to education, and disaster relief for those who need it most.

We track these activities through our Community Engagement Index, which we launched in 2019 with a goal to reach 100% participation from all our sites by 2025. As of December 31, 2024, our Community Engagement Index is 81%.


Stine Research Center, Newark, Delaware

*"These donations reflect FMC's commitment to the well-being of the community and demonstrate that small actions can have a significant impact."*
Dennys Heverson Silva Brandao, *Production Services Coordinator, Integrated Supply Chain Function*

### NEWARK, DELAWARE

Employees from our Stine Research Center stuffed 14,000 packets with parsley seeds to distribute to students across 52 schools in the state in partnership with Healthy Foods for Healthy Kids. The seed packets allowed students to practice their gardening skills and grow their own produce at home. Stine employees have partnered with Healthy Foods for Healthy Kids for many years, bringing garden-based education to K-12 schools in Delaware to teach students about modern agriculture and healthy food production.

### UBERABA, BRAZIL

In Uberaba, Brazil, FMC employees led several initiatives to increase access to nutritious food for people in their community. For example, the team donated kitchen equipment and utensils to the Hilário Silva Christian Fraternity to facilitate more efficient meal preparation and improve the working conditions of the organization's kitchen. The donation increased the organization's capacity to provide meals, benefitting more people in need. The team also participated in the "Feeding Lives" campaign organized by a local nonprofit, Centro de Educação Infantil Marta Carneiro, to donate food to a local, publicly funded hospital that relies on donations to keep its pantry stocked.


Local School in Savli, India

### SAVLI, INDIA

Employees from our Savli, India, site helped enhance the exterior of a local school while also benefitting the environment. In collaboration with the school's staff and students, Savli employees donated and planted trees on the school's campus. They also installed tree guards to help protect the trees against damage from wind and animals to ensure their growth. In addition to providing the students with shade, the trees will benefit the environment in many ways including improving air quality, mitigating climate change through carbon sequestration, preventing soil erosion, regulating the water cycle, and supporting biodiversity.

## Strengthening Rural Livelihoods: Project Utkarsh

### CHALLENGE

Small landholders produce up to one-third of the world's food supply and are essential to Asia's agriculture sector, contributing to economic stability and food security across the region. Despite this, many small landholders lack access to the agronomic advice, quality inputs, and financing needed to achieve sustainable productivity. Overuse of fertilizers and other inputs have left soil degraded, resulting in lower yields. And the impacts of climate change and severe weather continue to threaten crops.

### APPROACH

As part of FMC's commitment to supporting smallholder farmers and deepening our engagement with rural communities, we launched a multi-year initiative for small landholders in India, Pakistan, the Philippines, and Indonesia. The Smallholder Transformation Initiative for Development and Education (STRIDE) supports small landholders with tools and knowledge to achieve better yields and livelihoods. The program has reached more than 11,000 farmers since it was launched in 2023.

In India, the STRIDE program is known as Project Utkarsh, for "Prosperity." The program promotes sustainable farming practices aligned with key outcomes of regenerative agriculture, with particular emphasis on soil health, input optimization, and yield enhancement.

To demonstrate sustainable practices throughout various crop stages, 64 model plots were established across four states. These plots serve as sites for comprehensive soil health analyses, from which farmers receive recommendations for optimal fertilizer application and other input use. The Utkarsh model plots also showcase the latest technological advancements in pest, weed, and disease management, incorporating biological solutions, specialized crop nutrition strategies, and advanced precision farming techniques. In addition to agronomic support, the program team organizes health and education campaigns for the community, creating greater holistic impact.

### THE 3 PILLARS OF PROJECT UTKARSH

**Grow More**
> Restore soil health
> Adopt Good Agriculture Practices
> Access innovative products & services

**Live More**
> Diversify income
> Empower women and youth
> Improve physical and mental health

**Sell More**
> Access larger markets
> Negotiate stronger prices
> Reduce transaction costs

## Insights From the Field

My name is Nand kishore Sahu, and I am a farmer in the village Lawagain, District Lohardaga, Jharkhand. I own two acres of land where I cultivate rice using traditional methods. Farming is my way of life.

FMC's Project Utkarsh has changed my life. I have learned new farming methods that have made a significant difference in my crops. Throughout the crop cycle I saw increased tiller count, more panicles, and fuller grains. As a result, I improved my yield by 50% for the DRH2 variety of rice.

Project Utkarsh emphasized soil testing, application of farmyard manure, and optimizing input use at the right time. This has increased our farming income, and more importantly, protects the soil health. Through the Utkarsh model plot, we saw the difference at every crop stage, which gave us a lot of confidence in the advice and technologies.

I have also been pleasantly surprised by the health campaign organized by Project Utkarsh. It shows they not only care for my farming life, but also for my family."

Nand kishore Sahu
*Lawagain, District Lohardaga, Jharkhand*

## OUTCOMES

Participants in the first year of the program saw improved yields and quality, with **some farmers achieving up to 50% higher yields**. Rice yields, for example, increased an average of 22%. The crops also exhibited 23% higher tiller count and significantly longer panicles during the growth phase compared to conventional farming methods.

The rice model plots also showed better resistance to environmental stress. For example, during a period of prolonged drought, just 5% of the crop was damaged compared to 30% in the conventional farmer's plot.

In Maharashtra, the Utkarsh tomato model plots demonstrated significant yield improvements, with a 44% increase in some varieties. The produce from these plots also exhibited superior quality, ranging from light to deep red colors, while those grown with conventional farming methods were predominantly yellow or mixed colors.

Despite many weather-related challenges, the Utkarsh soybean model plots demonstrated a 12% increase in yield compared to conventional farming methods. The model plots also exhibited a 20% higher pod count during the pod formation phase than conventional practices.

**Much of the yield improvement across the program can be attributed to better land management, higher quality inputs, and enhanced crop resilience**. Soil tests showed improvements in soil organic matter, and many farmers were able to reduce their fertilizer use by 25%.



**+12%**
Soybean
Yield Increase

**+22%**
Rice
Yield Increase

**+27%**
Tomato
Yield Increase

# Key Partnerships

## FMC PARTNERS WITH NSPCA IN SOUTH AFRICA

Over the last three years, FMC has partnered with the National Council of Societies for the Prevention of Cruelty to Animals (NSPCA) in South Africa to support programs focused on wildlife conservation, animal welfare, and education. NSPCA is the largest animal welfare organization in the southern hemisphere, working on the ground to rescue animals as policies to better protect wildlife are being developed.

FMC's support has helped the organization build its team and expand its reach, enabling it to cover more facilities and take on a broad range of cases involving wildlife trafficking, illegal confinement, and abuse. With increased inspections, the team was able to save over 20 different species of animals last year in South Africa, including lions, wild boar, tortoise, dogs, Southern African Pythons, and other snakes.

In addition to financial support, FMC has partnered with NSPCA on social media campaigns to raise awareness about the organization's important mission and work.

**DID YOU KNOW?**

That more than 100 lion facilities were inspected by the NSPCA over the last year?

National Council of SPCAs

From left to right: Esté Kotzé (*NSPCA Deputy CEO*), Lethokuhle Nene (*Wildlife Policy & Research Officer, NSPCA*), Grace de Lange (*NSPCA COO*), Mamati Tembe (*FMC Business Director, Africa*), Jacques Peacock (*Communications Manager, NSPCA*).

*"FMC has relationships with many stakeholders in the conservation world, but we were drawn to NSPCA because of its unique ability to enforce national animal protection laws. NSPCA will play a significant role in upholding compliance with the new policies and legislations for the conservation of key wildlife species that are currently being developed by the government of South Africa."*

Susanne Lingard, *FMC Vice President of Regulatory Affairs*

## ENGAGING KENYAN YOUTH IN AGRICULTURE AND NUTRITION

**The Global South holds 88% of the world's 1.2 billion youth, and agrifood systems are their largest employer.** Yet, rising input prices, climate change, and limited market access continue to challenge smallholder farmers, making it difficult to sustain production and secure livelihoods.

FMC and UNICEF's Generation Unlimited are investing in a scalable model to equip young people, especially women, with market-driven skills and opportunities in agribusiness. Through the Engaging Kenyan Youth in Agriculture and Nutrition (EKYAN) program, young agripreneurs in Kenya gain hands-on training, business incubation support, and digital tools to build sustainable careers while strengthening rural communities.

**GENERATION UNLIMITED**

In its first year, the EKYAN program has:

> Established 14 School Centres of Excellence and 5 satellite schools to skill and connect youth to agribusiness opportunities;

> Onboarded and trained over 100 young agripreneurs – nearly half of them young women – and provided them with digital tools to train farmers and young people in their communities; and

> Enabled agripreneurs to conduct training sessions with over 16,000 farmers, and to train over 2,000 students aged 15+ from 53 schools on the food system and nutritious food production.



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### INSPIRING THE NEXT GENERATION

**Grace Nyawira**, a participant in the program, grew up in a farming family but stepped away due to uncertainty over a future in agriculture. EKYAN provided her with the skills and confidence to return to farming, and she is now helping farmers adopt innovative practices and improve their livelihoods.

EKYAN has reignited Grace's passion for farming and is giving her the skills to succeed. "Before EKYAN, I had stopped practising agriculture," Grace said. "But after joining EKYAN, when we started to set up demo farms in comprehensive schools, my passion for agriculture grew again. I decided to start farming once again."

### SHARING A RENEWED PASSION

With her new skills, Grace started her own quarter-acre farm, growing cabbage, kale, and spring onions.

Through EKYAN, Grace has also become a community leader, training over 130 farmers, mostly women, on modern, climate-smart techniques. She also mentors more than 50 students from local schools, using demonstration plots to teach them about innovative farming methods and nutrition, and challenging stigmas about agriculture as a career.

"My favorite part of EKYAN is learning. And now I get to teach both students and farmers," Grace said. "Sharing my knowledge will help farmers learn about modern practices and enhance their production."

## MESSAGE TO YOUTH: 'EMBRACE AGRICULTURE AS A CAREER'

Looking ahead, Grace hopes to expand her farm to one acre and grow more crops like tomatoes and capsicum. She plans to continue reaching more farmers, especially women and young people, to help them learn and benefit from regenerative farming techniques.

Grace's journey is a powerful example of how young people can transform their lives – and their communities – through agriculture. By embracing agriculture as a sustainable livelihood and sharing her knowledge, Grace and other EKYAN agripreneurs are building a more resilient agrifood system in Kenya and paving the way for the next generation of farmers and entrepreneurs.

For Grace, agriculture is now a way of life. "I urge young people to embrace agriculture as a career," she says. "There's a misconception that farming is for the older generation or the unemployed. I can say that agriculture pays; it is a career, a cause, and the newest gold."

Read the full story **here**.

*UNICEF does not endorse any brand, company, product, or service.*

**Grace has become a community leader, training over 130 farmers and mentoring more than 50 students from local schools.**

*"My favorite part of EKYAN is learning. And now I get to teach both students and farmers. Sharing my knowledge will help farmers learn about modern practices and enhance their production."*
Grace Nyawira, *EKYAN Program Participant*



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## CULTIVATING FREEDOM: OUR SUPPORT FOR UKRAINIAN FARMERS

The ongoing war in Ukraine has led to the displacement of farmers, destruction of agricultural lands and infrastructure, and limited access to essential agricultural inputs. As one of the world's major producers of grain, corn, and rapeseed, Ukraine is vital to global food security.

In response to these challenges, in 2023 FMC launched the Cultivating Freedom campaign, our commitment to the rehabilitation and advancement of Ukraine's agricultural sector. The Campaign is centered on four primary pillars:

1. Food Security
2. Innovation
3. Farmer Safety
4. Knowledge Building

A cornerstone of this initiative is FMC's partnership with The HALO Trust, a humanitarian non-governmental organization that improves farm safety through an extensive demining program. Farms across Ukraine are littered with land mines and other explosive ordnances, making crop production a life-threatening endeavor. To help get farmers back to work safely, **FMC donated**



**3% of its 2023 and 2024 Ukraine sales revenue to expand The HALO Trust's demining efforts** in impacted regions throughout the country. This investment has allowed for more minefields to be marked and assessed, helping to improve safety and restore more than 1,200 acres of land across seven districts (oblasts). This work has benefited over 134,000 Ukrainians, allowing them to rebuild their lives in safety.

The partnership has also supported the deployment of advanced demining technologies and training of local teams, ensuring that efforts

*"Sustainability means taking responsibility – not just for the products we create but for the people and communities around us. Whether it's through pioneering systems like 3RIVE 3D® or collaborating on projects like Cultivating Freedom, our goal is to ensure that safety and innovation work together to drive meaningful change."*

Nataliia Savchenko, *FMC Ukraine Country Leader*

are both effective and sustainable. The HALO Trust has been able to invest in state-of-the-art equipment and innovative techniques, significantly increasing the efficiency and safety of their operations.

In addition to the demining efforts, the team in Ukraine has continued to support Ukrainian farmers with new technologies such as FMC's 3RIVE 3D®, a precision application system that helps farmers save water, fuel, labor, and time. The team also reinvented their sales process by transitioning to a new online system, ensuring that farmers can continue to access the crop protection products they need.

**FMC** × **THE HALO TRUST**

**КУЛЬТИВУЄМО СВОБОДУ**

*As we look to Ukraine's future, our team is committed to supporting farmers and working alongside them to restore agricultural productivity in the country and strengthen the global food supply.*

## Leadership in Sustainability and Social Impact

The Cultivating Freedom Campaign earned FMC in Ukraine the Partnership for Sustainability Award from the UN Global Compact in Ukraine as well an FMC Sustainability Excellence Award for Social Impact. The Social Impact Award recognizes employees who are supporting the needs of local communities, including charitable activities or programs that help people grow their income, improve their health and well-being, and achieve a better quality of life.



Kyiv, Ukraine

# Notes

# Independent Accountants' Review Report

To the Board of Directors and Management FMC Corporation:

**REPORT ON SELECTED METRICS IN FMC CORPORATION'S 2024 SUSTAINABILITY REPORT**

### Conclusion

We have reviewed whether FMC Corporation's (the Company) identified metrics and notes with the symbol "+" (the Selected Metrics) on pages 49-51 and 56 of the 2024 Sustainability Report (the Report) for the year ended December 31, 2024 have been prepared in accordance with the reporting criteria set forth on pages 65-71 (the Criteria).

Based on our review, we are not aware of any material modifications that should be made to the Selected Metrics for the year ended December 31, 2024 in order for them to be prepared in accordance with the Criteria.

Our conclusion on the Selected Metrics does not extend to any other information that accompanies or contains the Selected Metrics and our report.

### Basis for conclusion

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants in the versions of AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements* that are applicable as of the date of our review. We are required to be independent and to meet our other ethical requirements in accordance with relevant ethical requirements related to the engagement. We believe that the evidence we have obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

### Other Matter

The metrics for the years ended December 31, 2023, 2022 and 2021 were not subject to our review in the current period and, accordingly, we do not express a conclusion or provide any assurance on such information.

Our conclusion is not modified in respect of this matter.

### Responsibilities for the Selected Metrics

Management of the Company is responsible for:

›  designing, implementing and maintaining internal control relevant to the preparation of the Selected Metrics such that they are free from material misstatement, whether due to fraud or error;

›  selecting or developing suitable criteria for preparing the Selected Metrics and appropriately referring to or describing the criteria used; and

›  preparing the Selected Metrics in accordance with the Criteria.

### Inherent limitations in preparing the Selected Metrics

As described in the Boundary Definitions: Measurement Uncertainty note on page 65, the measurement of certain disclosures includes estimates and assumptions that are subject to inherent measurement uncertainty resulting, for example, from incomplete scientific knowledge used to determine conversion and other factors and limitations inherent in the nature and methods used for determining emissions data. The selection by management of different but acceptable measurement methods, input data, or assumptions may have resulted in variability in the amounts or metrics being reported.

### Our Responsibilities

The attestation standards established by the American Institute of Certified Public Accountants require us to:

›  plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Selected Metrics in order for them to be prepared in accordance with the Criteria; and

›  express a conclusion on the Selected Metrics based on our review.

### Summary of the work we performed as the basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the Selected Metrics and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, the procedures we performed primarily consisted of:

›  inquiries of management to obtain an understanding of the methodologies and inputs used in preparing the Selected Metrics;

›  analytical procedures;

›  recalculation of a selection of the Selected Metrics based on the Criteria;

›  inspection of a selection of supporting documentation related to the Selected Metrics; and

›  comparison of disclosures in the Report about the Selected Metrics to the underlying methodologies, inputs, estimates and assumptions reviewed.

The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the subject matter information is prepared in accordance with the criteria, in all material respects, in order to express an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed.

*KPMG LLP*

**Washington, District of Columbia**
**May 19, 2025**

# Board of Directors

**PIERRE R. BRONDEAU**
Chairman of the Board and Chief Executive Officer,
FMC Corporation

**EDUARDO E. CORDEIRO**
Former Executive Vice President, Chief Financial Officer
and President, Americas Region, Cabot Corporation

**CAROL ANTHONY "JOHN" DAVIDSON**
Former Senior Vice President, Controller and
Chief Accounting Officer, Tyco International

**ANTHONY DISILVESTRO**
Chief Financial Officer, Mattel Inc.

**KATHY L. FORTMANN**
Chief Executive Officer, Amyris Inc.

**C. SCOTT GREER**
Retired Principal, Greer and Associates

**K'LYNNE JOHNSON**
Former Chief Executive Officer, President and
Executive Chair, Elevance Renewable Sciences Inc.

**DIRK A. KEMPTHORNE**
Retired President and Chief Executive Officer,
American Council of Life Insurers

**STEVEN T. MERKT**
Former President, TE Connectivity's Transportation
Solutions Segment

**MARGARETH ØVRUM**
Retired Executive Vice President, Development and Production
Brazil of Equinor ASA Retired President, Equinor Brazil

**ROBERT C. PALLASH**
Retired President, Global Customer Group and Senior Vice
President, Visteon Corporation

**JOHN M. RAINES**
Former President, Digital Agriculture and Consumer Goods,
TELUS Corporation

**PATRICIA VERDUIN, PH.D.**
Former Chief Technology and Sciences Officer,
Colgate Palmolive Company

# Executive Leadership

**PIERRE R. BRONDEAU**
Chairman of the Board and Chief Executive Officer

**BRIAN P. ANGELI**
Executive Vice President and Chief Marketing Officer

**THAISA HUGENNEYER**
Executive Vice President, Integrated Supply Chain, and
Chief Sustainability Officer

**RONALDO PEREIRA**
President

**MICHAEL F. REILLY**
Executive Vice President, General Counsel,
Secretary, and Chief Compliance Officer

**SEVA ROSTOVTSEV, PH.D.**
Executive Vice President and Chief Technology Officer

**ANDREW D. SANDIFER**
Executive Vice President and Chief Financial Officer

**JACQUELINE SCANLAN**
Executive Vice President and Chief Human
Resources Officer

**FMC** | An Agricultural Sciences Company

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E N E R G Y

∞
PERMANENT

FMC published our first-ever **Climate Transition Plan** in 2024, charting a path to achieving net-zero GHG emissions. The plan includes FMC's decarbonization strategy, which outlines our business-first approach to emissions reduction. In accordance with the Taskforce for Climate-Related Financial Disclosures (TCFD), the plan details the climate-related scenario analyses of physical and transition risks and opportunities. Every year, we will share progress and publish an update to the key components of our Climate Transition Plan in our sustainability report.

In 2024, FMC acted on several decarbonization levers to achieve reductions in total Scopes 1, 2, and 3 emissions. Decarbonization levers are our strategic priorities to achieve net-zero emissions, such as energy and operational efficiency, clean and renewable energy, and green and efficient use of packaging and raw materials. See our detailed **Climate Transition Plan** for the complete list of decarbonization lever definitions.

**NET-ZERO ROADMAP**
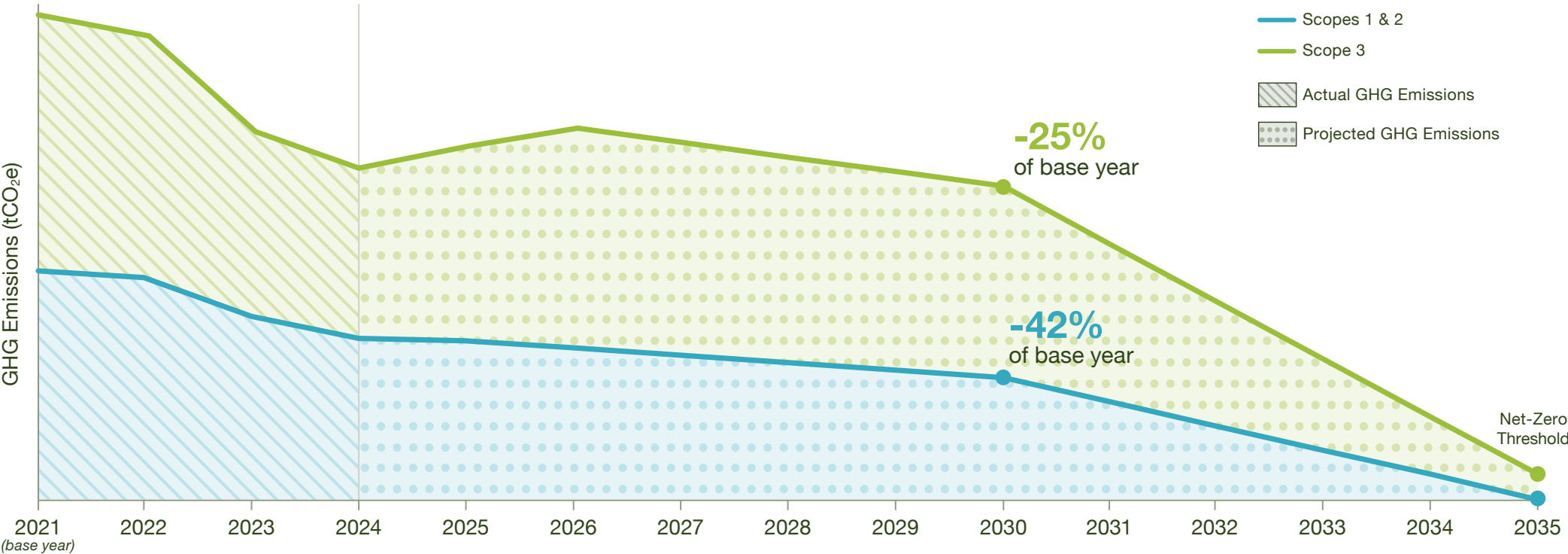


**Notes:** Our near-term and net-zero targets have been validated by the Science Based Targets initiative (SBTi). To achieve our net-zero target in line with SBTi, FMC requires 90% absolute reduction in GHG emissions from a 2021 base year with the remaining 10% of GHG emissions to be eliminated by offsets in line with SBTi methodology. Current expectations regarding business growth are embedded in our Scopes 1 & 2 and Scope 3 projections.

Scopes 1 & 2 GHG emissions are 1:1 scale and Scope 3 GHG emissions are 10:1 scale for visual purposes.

**All forward-looking data is estimated and subject to change.**

## SCOPES 1 & 2 GHG EMISSIONS

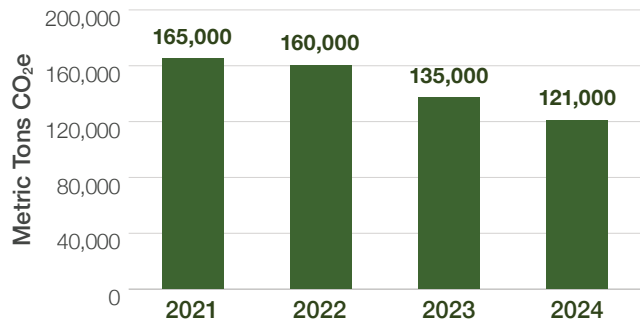| Decarbonization Lever | 2024 Progress from 2021 Base Year | Progress from Base Year (tCO$_2$e) | Progress from Base Year (%) |
|---|---|---|---|
| **Business Impact** | Business contraction has been a large contributor to recent reductions due to lower production volumes. Through our decarbonization initiatives, we will be deploying solutions that deliver net reductions. | -12,100 | -7% |
| **Grid Decarbonization** | This increase is due to the change in market-based emission factors for our electricity consumption from the grid. Over the next several years, we anticipate taking a targeted approach to leverage opportunities from our utility providers in the areas where we see an increase in residual mix emission factors. | +2,600 | +1% |
| **Energy and Operational Efficiency** | Much of our near-term reductions comes from efficiency projects that we are implementing across our operating sites. Incremental improvements, like upgrading equipment and controls, reducing run times, and improving cleanout processes, have been cost effective ways to reduce emissions. | -3,900 | -2% |
| **Clean and Renewable Energy** | Clean and renewable energy progress has been driven by the use of RECs and EFECs at two sites. We are currently pursuing new solar opportunities in multiple locations in the United States and at one of our sites in China. Additionally, we are developing a global clean energy sourcing strategy. | -29,000 | -18% |
| **Fleet** | Fleet reductions have occurred from restructuring our field teams and switching a portion of our fleet to electric vehicles. We will be developing programs to electrify our fleet in areas where charging infrastructure is readily available. | -1,400 | -1% |
| **Manufacturing Electrification** | Emissions reduction efforts will occur over time and are dependent on advances in technology and infrastructure. | | |

## SCOPE 3 GHG EMISSIONS

| Decarbonization Lever | 2024 Progress from 2021 Base Year | Progress from Base Year (tCO$_2$e) | Progress from Base Year (%) |
|---|---|---|---|
| **Business Impact** | Business contraction has been a large contributor to recent reductions due to lower production volumes. Through our decarbonization initiatives, we will be deploying solutions that deliver net reductions. | -545,200 | -33% |
| **Grid Decarbonization**[1] | Scope 3 impacts due to grid decarbonization have been estimated based on the average changes in emission factors for our purchased goods and services and spend-based categories from databases such as ecoinvent and CEDA, compared to 2021. | +49,800 | +3% |
| **Suppliers Net-Zero**[1] | To date we have screened our key suppliers covering 35% of our total Scope 3 emissions. 42% of these suppliers have set net-zero targets. FMC's next step is to further engage with these key suppliers to capture their actual net-zero progress in our Scope 3 emissions accounting. | -22,000 | -1% |
| **Direct Chemical Energy Initiatives**[1] | FMC has a dedicated team that works with key strategic contract manufacturers to identify and drive energy and operational efficiency and clean and renewable energy projects. In 2022, these projects resulted in an annual reduction of 22,000 tCO$_2$e. To be conservative, these reductions are included in Business Impact. Although we are not fully accounting for these efforts at this time, we will be establishing methodologies to understand and capture these impacts. | | |
| **Green & Efficient Use of Packaging and Raw Materials** | Ongoing focus on data enhancements, including establishing methodologies to capture material intensity and supplier emission reduction efforts, will enable us to report GHG emissions impact in these categories. | | |
| **Transportation & Distribution** | | | |
| **Waste & Circularity** | Progress towards our 100% waste to beneficial reuse goal has contributed to a reduction in Scope 3 Category 5 (Waste Generated in Operations) emissions. | -25,600 | -2% |
| **Scopes 1 & 2 Net-Zero** | We reduced Scope 3 Category 3 (Fuel and Energy Related Activities) through energy and operational efficiency and increasing our use of clean and renewable energy. | -15,300 | -1% |
| **TBD** | This refers to the emissions reductions needed to achieve our net-zero target that haven't yet been linked to a specific decarbonization lever. As we advance our data precision and new technologies emerge, we will gain a clearer understanding of these actions and the associated emissions impact. | | |

[1]Emissions impact from base year are estimated. Values are based on current data availability.
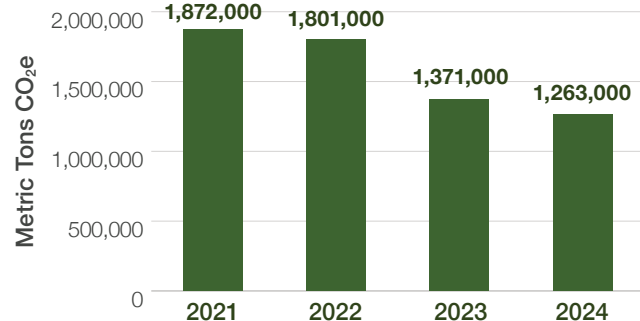
| TCFD Element | Transition Plan Element | 2024 Progress and Climate Transition Plan Highlights | Source |
|---|---|---|---|
| GOVERNANCE | Governance | FMC's Board of Directors Sustainability Committee, meeting at minimum three times a year, holds the highest accountability for environmental issues, including oversight of the Climate Transition Plan. FMC's Chief Sustainability Officer aligns and directs FMC's sustainability strategy, reporting directly to the CEO. In 2024, FMC enhanced sustainability governance by establishing two structures: the Climate Transition Plan Council and the ESG Reporting Steering Committee. The Climate Transition Plan Council, comprising Directors and Vice Presidents from the Integrated Supply Chain and Sustainability Function, oversees the plan's implementation and progress towards net-zero, meeting monthly and reporting directly to the CSO. The ESG Reporting Steering Committee, made up of Executive Vice Presidents from across the company, provides guidance and approval for FMC's ESG reporting. | FMC Sustainability Governance, CDP C4 |
| STRATEGY | Scenario Analysis | FMC will build on its foundational scenario analysis conducted in 2022 by updating and validating its assessment of climate-related transition and physical risks and opportunities in 2025. The original 2022 analysis identified climate-related risks and opportunities across multiple scenarios and time horizons, including a below 2°C scenario. The updated analysis will continue to align FMC's approach with evolving climate challenges and long-term business goals. Any updates will be reported in our progress on our Climate Transition Plan. | Climate Transition Plan, CDP C5 |
| | Financial Planning | In 2024, FMC continued to track site-level initiatives aimed at advancing the company's environmental goals, including associated spend and potential savings. In preparation for mandatory sustainability reporting, FMC continues to integrate sustainability considerations into financial planning, with a strategic focus on capital expenditures and operational expenditures. | CDP C5 |
| | Value Chain Engagement and Low Carbon Initiatives | FMC continues to report on progress with supplier engagement and emissions reductions initiatives annually in this report, and highlights reductions in emissions across key decarbonization levers in the Climate Transition Plan update. In addition, FMC is exploring future opportunities to calculate and understand product carbon footprints. Downstream, the manufacturing and application of crop protection products are not significant drivers of on-farm emissions. However, FMC recognizes potential opportunities to reduce both carbon emissions and farmer costs, and remains committed to reduce our product carbon footprint and to invest in digital and precision agriculture technologies. | pp. 10-11, CDP C5 |
| | Policy Engagement | In 2024, FMC engaged in key global forums to advance policies supporting food security, net-zero, and sustainable agriculture technologies, including the UN General Assembly Week, Climate Week NYC, and the World Food Forum hosted by the UN Food and Agriculture Organization. Through public policy discussions, speaking engagements, and bilateral meetings, FMC highlighted its commitment to climate-smart agriculture and the importance of innovation in building sustainable food systems. | FMC.com, CDP C4 |
| RISK MANAGEMENT | Risks and Opportunities | FMC continues to mitigate climate-related risks and maximize opportunities. In 2024, FMC developed a resiliency index which will be used to evaluate ESG-related risks of our supply network. In addition, FMC's growth portfolio, which is comprised of our new synthetic products and biologicals, provides market expansion opportunities. | p. 11, CDP C2 |
| METRICS AND TARGETS | Targets | FMC has set Science-Based Targets Initiative-validated net-zero goals for 2035, including near-term targets of 42% absolute reduction in Scope 1 and 2 emissions and 25% absolute reduction in Scope 3 emissions by 2030. FMC reports on progress towards reaching net-zero on page 9. | p. 9, CDP C7 |
| | Scope 1, 2, and 3 Reporting and Assurance | FMC discloses Scope 1, 2, and 3 GHG Emissions for 2024 on page 49. KPMG provides limited assurance for Scopes 1, 2, and 3 GHG Emissions. The Independent Accountant's Review Report is available on page 39. | p. 49, 39, CDP C7 |

FMC will continue to report regular progress on our Climate Transition Plan and revise the original plan as appropriate or if material changes arise. We will continue to incorporate our plan into our long-term business strategy and strategically integrate nature-related impacts, risks, and opportunities into meeting our long-term environmental and business goals.
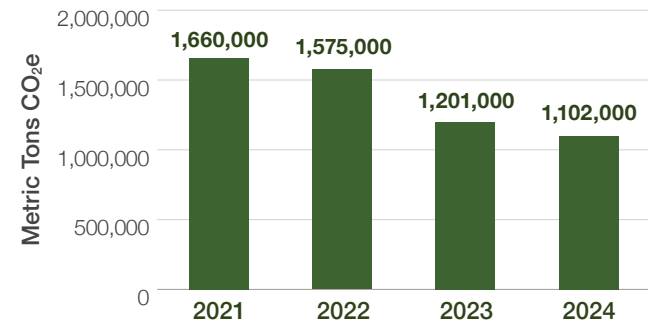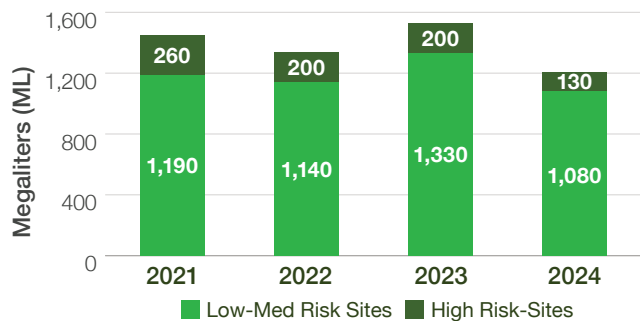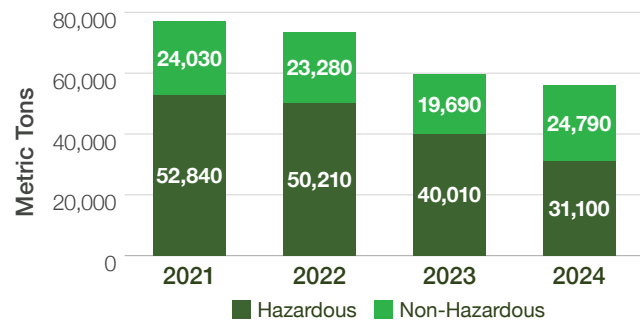
## SCOPES 1 & 2 GHG EMISSIONS

Metric Tons CO$_2$e

| Year | Value |
|------|-------|
| 2021 | 165,000 |
| 2022 | 160,000 |
| 2023 | 135,000 |
| 2024 | 121,000 |

## SCOPE 3 GHG EMISSIONS (TOTAL REPORTED)

Metric Tons CO$_2$e

| Year | Value |
|------|-------|
| 2021 | 1,872,000 |
| 2022 | 1,801,000 |
| 2023 | 1,371,000 |
| 2024 | 1,263,000 |

## SCOPE 3 GHG EMISSIONS (SBTi BOUNDARY)

Metric Tons CO$_2$e

| Year | Value |
|------|-------|
| 2021 | 1,660,000 |
| 2022 | 1,575,000 |
| 2023 | 1,201,000 |
| 2024 | 1,102,000 |

## WATER WITHDRAWALS

Megaliters (ML)

| Year | High Risk-Sites | Low-Med Risk Sites |
|------|-----------------|--------------------|
| 2021 | 260 | 1,190 |
| 2022 | 200 | 1,140 |
| 2023 | 200 | 1,330 |
| 2024 | 130 | 1,080 |

■ Low-Med Risk Sites  ■ High Risk-Sites

## WASTE BY TYPE

Metric Tons

| Year | Non-Hazardous | Hazardous |
|------|---------------|-----------|
| 2021 | 24,030 | 52,840 |
| 2022 | 23,280 | 50,210 |
| 2023 | 19,690 | 40,010 |
| 2024 | 24,790 | 31,100 |

■ Hazardous  ■ Non-Hazardous

## WASTE BY TREATMENT

Metric Tons

| Year | Beneficial Reuse | Disposed |
|------|------------------|----------|
| 2021 | 26,950 | 49,910 |
| 2022 | 42,500 | 30,990 |
| 2023 | 44,780 | 14,930 |
| 2024 | 39,600 | 16,280 |

■ Disposed  ■ Beneficial Reuse

## R&D SPEND ON SUSTAINABLY ADVANTAGED PRODUCTS

| Year | Value |
|------|-------|
| 2021 | 97% |
| 2022 | 98% |
| 2023 | 99% |
| 2024 | 100% |

## TOTAL RECORDABLE INCIDENT RATE (TRIR)

| Year | Value |
|------|-------|
| 2021 | 0.07 |
| 2022 | 0.08 |
| 2023 | 0.05 |
| 2024 | 0.10 |

## COMMUNITY ENGAGEMENT

| Year | Value |
|------|-------|
| 2021 | 84% |
| 2022 | 90% |
| 2023 | 93% |
| 2024 | 81% |

**Note:** Refer to page 64 for a list of assured metrics.

| North America | Units | 2024 |
|---|---|---|
| Scope 1 GHG Emissions | tCO$_2$e | 35,300 |
| Scope 2 GHG Emissions | tCO$_2$e | 10,900 |
| Waste to Beneficial Reuse | % | 38% |
| Total Energy Use | GJ | 929,000 |
| Renewable Energy | GJ | 117,000 |
| Non-Renewable Energy | GJ | 812,000 |
| Water Withdrawals | ML | 765 |
| Water Discharges | ML | 761 |
| Water Consumption | ML | 4 |

| Areas Important for Biodiversity | FMC Sites within 5km |
|---|---|
| Key Biodiversity Areas | 8 |
| Ramsar Sites | 2 |
| UNESCO World Heritage Sites and Man and the Biosphere Reserves | 0 |

| Europe, Middle East and Africa | Units | 2024 |
|---|---|---|
| Scope 1 GHG Emissions | tCO$_2$e | 26,800 |
| Scope 2 GHG Emissions | tCO$_2$e | 23,000 |
| Waste to Beneficial Reuse | % | 94% |
| Total Energy Use | GJ | 564,000 |
| Renewable Energy | GJ | 23,000 |
| Non-Renewable Energy | GJ | 542,000 |
| Water Withdrawals | ML | 297 |
| Water Discharges | ML | 296 |
| Water Consumption | ML | 1 |

## FMC OPERATING SITES*

● Operating Sites    ◉ Sites within 5km of Areas Important for Biodiversity



| Latin America | Units | 2024 |
|---|---|---|
| Scope 1 GHG Emissions | tCO$_2$e | 3,600 |
| Scope 2 GHG Emissions | tCO$_2$e | 900 |
| Waste to Beneficial Reuse | % | 75% |
| Total Energy Use | GJ | 26,000 |
| Renewable Energy | GJ | 3,000 |
| Non-Renewable Energy | GJ | 23,000 |
| Water Withdrawals | ML | 17 |
| Water Discharges | ML | 2 |
| Water Consumption | ML | 15 |

| Asia Pacific | Units | 2024 |
|---|---|---|
| Scope 1 GHG Emissions | tCO$_2$e | 7,100 |
| Scope 2 GHG Emissions | tCO$_2$e | 12,700 |
| Waste to Beneficial Reuse | % | 61% |
| Total Energy Use | GJ | 236,000 |
| Renewable Energy | GJ | 105,000 |
| Non-Renewable Energy | GJ | 131,000 |
| Water Withdrawals | ML | 134 |
| Water Discharges | ML | 46 |
| Water Consumption | ML | 88 |

*Includes Operating Sites that were active as of December 31, 2024.

**Note:** Scope 2 values are market-based unless otherwise noted. Due to rounding, numbers within the Digital ESG Appendix - Environment may not add up precisely.

| Environmental Metrics | Units | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| **GREENHOUSE GAS EMISSIONS** | | | | | |
| **Scope 1 Total** | $tCO_2e$ | 103,000 | 88,000 | 81,000 | 73,000+ |
| CO₂ / CH₄ / N₂0 | $tCO_2e$ | - / - / - | - / - / - | 76K / 640 / 260 | 71K / 340 / 140 |
| **Scope 2** | $tCO_2e$ | 62,000 | 72,000 | 54,000 | 48,000+ |
| **Scope 2** (Location Based) | $tCO_2e$ | 63,000 | 67,000 | 59,000 | 59,000+ |
| **Scopes 1 & 2** | $tCO_2e$ | 165,000 | 160,000 | 135,000 | 121,000+ |
| Operating Sites | $tCO_2e$ | 147,900 | 140,500 | 114,400 | 103,500 |
| Other Owned Sites | $tCO_2e$ | 1,300 | 1,400 | 1,200 | 1,000 |
| Fleet | $tCO_2e$ | 14,100 | 16,800 | 14,700 | 15,000 |
| Fugitives | $tCO_2e$ | 1,700 | 1,700 | 4,800 | 1,700 |
| **Scope 3** (Total Reported)[1,2] | $tCO_2e$ | 1,872,000 | 1,801,000 | 1,371,000 | 1,263,200+ |
| Category 1 (Purchased Goods & Services)[1] | $tCO_2e$ | 1,377,300 | 1,380,300 | 1,082,600 | 979,000 |
| Category 2 (Capital Goods) | $tCO_2e$ | 27,200 | 31,100 | 19,400 | 10,900 |
| Category 3 (Fuel- and Energy-related Activities) | $tCO_2e$ | 42,800 | 46,600 | 34,500 | 26,700 |
| Category 4 (Upstream Transportation & Distribution)[2] | $tCO_2e$ | 212,200 | 136,500 | 97,400 | 108,400 |
| Category 5 (Waste Generated in Operations) | $tCO_2e$ | 63,800 | 63,000 | 36,700 | 36,800 |
| Category 6 (Business Travel) | $tCO_2e$ | 1,800 | 6,200 | 4,200 | 3,100 |
| Category 7 (Employee Commuting) | $tCO_2e$ | 6,100 | 5,700 | 4,900 | 4,400 |
| Category 8 (Upstream Leased Assets) | $tCO_2e$ | 14,800 | 13,000 | 12,600 | 12,400 |
| Category 9 (Downstream Transportation & Distribution) | $tCO_2e$ | 9,600 | 7,600 | 7,100 | 7,900 |
| Category 12 (End-of-life Treatment of Sold Products) | $tCO_2e$ | 116,700 | 110,700 | 72,200 | 73,600 |
| **Scope 3** (SBTi Boundary)[1,2] | $tCO_2e$ | 1,660,000 | 1,575,000 | 1,201,000 | 1,102,000+ |
| **Total Reported GHG Emissions - Scopes 1, 2 & 3**[1,2] | $tCO_2e$ | 2,037,000 | 1,961,000 | 1,506,000 | 1,384,000+ |
| **Biogenic Carbon Emissions** | $tCO_2$ | 17,000 | 20,000 | 20,000 | 9,000+ |
| **GHG Emissions Intensity**[3] | $tCO_2e$/Revenue USD in thousands | 0.033 | 0.028 | 0.030 | 0.028+ |

**FOOTNOTES**

+ Indicates metric included in assurance boundary.

Due to rounding, numbers within the Digital ESG Appendix - Environment may not add up precisely.

Refer to Reporting Criteria, Methodologies and Assumptions on **pages 67-70.**

Scope 2 values are market-based unless otherwise noted.

Scope 3 categories 10, 11, 13, 14 and 15 are considered not relevant. This is consistent with 2021, 2022, and 2023 reporting and there are no changes in FMC's business model in 2024.

[1] In an effort to improve the granularity of our data, in 2024 FMC transitioned from spend-based to weight-based accounting for the packaging portion of Scope 3 Category 1. FMC restated 2021-2023 GHG emissions in category 1 to reflect the updated methodology.

[2] In an effort to improve the granularity of our data, in 2023 FMC transitioned to a hybrid methodology for Scope 3 Category 4 using activity-data for transactions with a portion of our logistics vendors, and spend data for the transactions with the remaining vendors. It is not feasible to back cast historical data for this methodology improvement; therefore 2021 and 2022 values are reported using entirely spend-based methodology.

[3] Emissions intensity ratio reported includes Scopes 1 & 2 emissions (numerator) divided by revenue USD in thousands (denominator).

| Environmental Metrics | Units | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| **Revenue** | USD (In thousands) | 5,045,000 | 5,802,000 | 4,487,000 | 4,246,000 |
| **ENERGY** | | | | | |
| **Total Energy Use** | GJ | 2,163,000 | 2,474,000 | 1,911,000 | 1,755,000+ |
| *Electricity* | GJ | - | 671,000 | 576,000 | 592,000+ |
| *Steam* | GJ | - | 52,000 | 36,000 | 48,000+ |
| *Fuels* | GJ | - | 1,751,000 | 1,299,000 | 1,115,000+ |
| **Total Renewable Energy[1]** | GJ | 200,000 | 272,000 | 366,000 | 248,000+ |
| **Total Non-Renewable Energy[2]** | GJ | 1,963,000 | 2,202,000 | 1,545,000 | 1,507,000+ |
| **Energy Use - Operating Sites** | GJ | - | 2,071,000 | 1,882,000 | 1,729,000 |
| **Renewable Energy Percentage** | % | 9% | 11% | 19% | 14% |
| **Energy Intensity** | GJ/Revenue USD in thousands | 0.429 | 0.426 | 0.426 | 0.413+ |
| **WATER[3]** | | | | | |
| **Water Withdrawals** | ML | 1,450 | 1,340 | 1,530 | 1,210+ |
| *Third Party* | ML | - | 415 | 418 | 324+ |
| *Groundwater* | ML | - | 904 | 1,093 | 869+ |
| *Surface Water* | ML | - | 18 | 15 | 20+ |
| HIGH RISK WATER WITHDRAWALS | ML | 259 | 203 | 198 | 128+ |
| *Third Party* | ML | - | 183 | 180 | 111+ |
| *Groundwater* | ML | - | 20 | 18 | 17+ |
| *Surface Water* | ML | - | 0 | 0 | 0+ |
| **Water Discharges** | ML | - | 830 | 1,100 | 1,100+ |
| HIGH RISK WATER DISCHARGES | ML | - | 36 | 37 | 41+ |
| **Water Consumption** | ML | - | 510 | 430 | 110+ |
| HIGH RISK WATER CONSUMPTION | ML | - | 168 | 161 | 87+ |
| **AIR QUALITY[4]** | | | | | |
| **NOx** | mt | 50.23 | 90.61 | 84.36 | 76.86 |
| **SOx** | mt | 34.41 | 38.94 | 32.29 | 20.64 |
| **VOCs** | mt | 27.39 | 25.41 | 14.94 | 14.26 |
| **HAPs** | mt | 23.31 | 15.27 | 12.41 | 12.12 |

**FOOTNOTES**

+ Indicates metric included in assurance boundary.

Due to rounding, numbers within the Digital ESG Appendix - Environment may not add up precisely.

Refer to Reporting Criteria, Methodologies and Assumptions on **pages 70-71**.

[1] Renewable energy sources include briquettes, Energy Attribute Certificates (EACs), Power Purchase Agreements (PPAs), and Green Power Tariffs.

[2] Non-renewable energy sources include purchased electricity and steam, diesel oil, gasoline, natural gas, kerosene, propane, liquefied petroleum gas, and distillate fuel oil.

[3] Water metrics apply to Operating Sites.

[4] Global boundary related to air quality metrics has expanded since 2021 as data collection improves. Air quality metrics are reported following SASB criteria and fall within our Operating Sites boundary. HAPs are exclusively reported for North America Operating Sites.

| Environmental Metrics | Type | Units | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|
| **WASTE** | | | | | | |
| **Waste Generated** | Hazardous | mt | 52,840 | 50,210 | 40,010 | 31,100+ |
| | Non-Hazardous | mt | 24,030 | 23,280 | 19,690 | 24,790+ |
| **Waste Disposed** | Hazardous | mt | 32,310 | 26,430 | 11,170 | 12,570+ |
| | Non-Hazardous | mt | 17,600 | 4,560 | 3,760 | 3,710+ |
| **Waste to Beneficial Reuse** | Hazardous | mt | 20,530 | 23,780 | 28,850 | 18,530+ |
| | Non-Hazardous | mt | 6,420 | 18,720 | 15,930 | 21,070+ |
| **% Waste to Beneficial Reuse** | | % | 35% | 58% | 75% | 71% |
| **WASTE DISPOSED – BY TYPE** | | | | | | |
| **Landfill** | Hazardous | mt | 1,460 | 2,270 | 2,130 | 3,760+ |
| | Non-Hazardous | mt | 16,430 | 3,910 | 2,940 | 3,130+ |
| **Incineration w/o Energy Recovery** | Hazardous | mt | 16,400 | 16,530 | 8,260 | 5,740+ |
| | Non-Hazardous | mt | 850 | 190 | 150 | 40+ |
| **Other Disposal** | Hazardous | mt | 14,460 | 7,630 | 780 | 3,070+ |
| | Non-Hazardous | mt | 320 | 460 | 670 | 540+ |
| **WASTE TO BENEFICIAL REUSE – BY TYPE** | | | | | | |
| **Recycled** | Hazardous | mt | - | 6,820 | 14,050 | 6,470+ |
| | Non-Hazardous | mt | - | 18,500 | 15,650 | 20,870+ |
| **Incineration w/ Energy Recovered** | Hazardous | mt | - | 5,730 | 6,570 | 5,080+ |
| | Non-Hazardous | mt | - | 210 | 270 | 180+ |
| **Other Beneficial Reuse** | Hazardous | mt | - | 11,220 | 8,220 | 6,990+ |
| | Non-Hazardous | mt | - | 10 | 10 | 20+ |

**FOOTNOTES**

+ Indicates metric included in assurance boundary.

Due to rounding, numbers within the Digital ESG Appendix - Environment may not add up precisely.

Refer to Management Criteria on **page 66**.

Waste metrics apply to Operating Sites.

At FMC, we proactively identify and manage material ESG risks, opportunities, and potential impacts in line with our commitment to sustainable business practices.

## Nature and Biodiversity

› **Approach:** FMC continues to make progress on its strategic approach to identify, assess, and prioritize nature-related dependencies, impacts, risks, and opportunities in the value chain. The company acknowledges the Kunming-Montreal Global Biodiversity Framework and will continue to provide additional details on nature-related reporting in its annual CDP and sustainability reports in alignment with the Taskforce for Nature-Related Financial Disclosures (TNFD). FMC's long-term environmental sustainability goals, as detailed below, are also key to reducing the company's environmental footprint and mitigating losses to nature and biodiversity. FMC recognizes that nature consists of various components, including but not limited to air, water, soil, and biodiversity, and that potential impacts and dependencies on nature vary in materiality across the value chain. As based on the TNFD framework and other recognized guidelines, FMC is prioritizing initial disclosures and strategy around the most material value chain components: own operations and products.

› **Highlighting Actions Across FMC's Value Chain**

**1** **OWN OPERATIONS**

· **Site Evaluations:** Operating sites are assessed to identify nature-related dependencies, impacts, risks, and opportunities, including identifying sites in or near areas of importance for biodiversity.

· **Environmental Goals:** At operating sites, FMC is advancing its environmental goals to minimize potential impacts on nature and surrounding communities. This includes improving the percentage of waste to beneficial reuse, reducing GHG emissions, and implementing sustainable water practices.

**2** **PRODUCTS**

· **Product Sustainability Assessments:** Early in the innovation process, FMC works to identify and mitigate potential product-related impacts on nature and biodiversity by evaluating new products in the R&D pipeline. This includes evaluating the materials used in formulated products and how they will be applied on-farm.

· **Product Registration Process:** During registration, FMC products undergo a comprehensive assessment of potential environmental risks, including on biodiversity. In order for products to be registered, they must also meet local regulatory requirements.

· **Product Stewardship:** FMC promotes the safe and responsible use of its products through ongoing farmer engagement, including training tools, and other resources and support for farmers. In addition, FMC's longstanding partnerships and programs help promote biodiversity and protect pollinators that are vital to the success of farmers and food production globally.

· **Sustainable Product Portfolio:** FMC understands that farmers implement sustainable agricultural practices, including regenerative agriculture, to maximize yields while minimizing environmental impacts. The company develops solutions to help farmers improve productivity while promoting resource efficiency and sustainable use of inputs. This includes the use of crop protection products in an Integrated Pest Management program, leveraging precision agriculture technologies (such as Arc™ farm intelligence), biological solutions, and novel synthetic formulations.

## Product Stewardship

› FMC promotes stewardship at each stage of the product life cycle, and stewardship priorities are built into R&D, portfolio, and marketing strategies. FMC works to identify, quantify, and mitigate risks related to product use and applies strict due diligence around products—including third-party products—that go to market. The Product Stewardship Framework guides work across the company and with customers, farmers, and industry partners.

| Product Stewardship Pillars | Activities |
|---|---|
| Governance | · Risk Management<br>· Inquiry Handling<br>· Incident Response |
| Culture | · New Hire Onboarding<br>· Stewardship Staff Competency<br>· Stewardship Culture Monitoring |
| Engagement | · Third-party Engagement<br>· Smallholder Engagement<br>· Product-specific Advice<br>· Behavioral Science<br>· Stewardship Materials and Resources |
| Sustainability | · Biodiversity Protection<br>· Container Management<br>· Stewardship Technology Innovation<br>· Resistance Management |

FMC's technologies, when used as part of an agronomic system, can impact key areas of sustainability on the farm:

### Climate Resilience
Enables farmers to better withstand and recover from climate impacts, such as extreme heat, drought, or flooding, by improving plants' stress tolerance.

### Water Use Efficiency
Realizes potential water savings due to application method or by improving plants' ability to use water more efficiently.

### Biodiversity Protection
Better protects non-target species through selective mode of action, application method such as at-plant and precision application, or biological composition.

### Soil/Plant Health
Enhances microbial activity in soil, and increases root mass and branching to support plant growth and vigor.

### Compatible with Regenerative Agriculture
Can be used with regenerative farming practices, such as minimal tillage, crop rotation, cover cropping, nutrient and water management, precision application, and biological pest control.

**EXAMPLES OF OUR SUSTAINABLE PRODUCT PORTFOLIO**

| | Product/Product Family | Climate Resilience | Water Use Efficiency | Biodiversity Protection | Soil/Plant Health | Compatible w/ Regen Ag |
|---|---|---|---|---|---|---|
| Fungicides | Adastrio® fungicide | ✔ | | | | ✔ |
| Fungicides | Xyway® Brand Fungicides* | ✔ | ✔ | ✔ | | ✔ |
| Herbicides | Ambriva® herbicide powered by Isoflex™ active | | | | | ✔ |
| Insecticides | Exirel® Bait powered by Cyazypyr® active | | | ✔ | | ✔ |
| Insecticides | Ethos® Elite LFR® | ✔ | ✔ | ✔ | ✔ | ✔ |
| Insecticides | Catulia® bionematicide | ✔ | ✔ | ✔ | ✔ | ✔ |
| Insecticides | Presence Full™ bionematicide | ✔ | ✔ | ✔ | ✔ | ✔ |
| Insecticides | Quartzo® bionematicide | ✔ | ✔ | ✔ | ✔ | ✔ |
| Insecticides | Verimark® insect control | | | ✔ | | ✔ |
| Biostimulants w/ Biofertilizers | Nuvola® biostimulant | ✔ | ✔ | ✔ | ✔ | ✔ |

The classifications provided in this table are based on FMC's interpretation of data collected during company field trials and/or supplemented by third-party data where noted, per the definitions provided. Classifications of active ingredients may change based on final formulated products.

*Based on third-party studies in addition to FMC field trials.

At FMC, we proactively identify and manage material ESG risks, opportunities, and potential impacts in line with our commitment to sustainable business practices.

## EHS Program

› As a Responsible Care® Company, FMC has developed an EHS program that includes critical elements of an environmental management system. This system integrates FMC policies, procedures, standards, and processes to operate safely, efficiently, and in compliance with laws and local regulations. FMC continuously improves its EHS program by training personnel, regularly auditing and assessing compliance with FMC EHS standards, preparing for emergencies, and measuring and communicating performance.

› FMC certifies management system alignment with the Responsible Care® core values by demonstrating compliance with the Responsible Care Management System® (RCMS) and makes improvements by following the RCMS® framework of "Plan-Do-Check-Act."

## EHS Hierarchy

› **Policies:** FMC's EHS Policy outlines the company's environmental, health, and safety goals and objectives and serves as the framework for the EHS program. Executed at the highest level of management, the EHS policy guides FMC's operations.

› **Standards:** Global EHS Standards enable consistent implementation of FMC's EHS policy across all company locations, establishing best management practices to achieve our EHS objectives.

› **Procedures:** Site-level procedures provide clear instructions and specific details to help FMC employees effectively implement company standards and policies at a local level and remain compliant with local laws and regulations.

## EHS Audit

FMC owned and operated facilities must comply with FMC EHS Standards and local laws and regulations and maintain an open dialogue with local communities on the nature and hazards of the materials the facility manufactures or handles.

› **Audits:** Per FMC's Audit Standard, the company endeavors to complete verified audits on a 36-month cycle at all FMC owned facilities. At leadership discretion, sites may be audited more frequently and may include a comprehensive EHS compliance audit, topic-specific audit, or an audit of an action plan implemented from a previous audit.

› **Assessments:** FMC regularly reviews documentation through EHS assessments to verify that sites are maintaining and upholding site-level procedures, EHS standards, and permit requirements per local regulations.

› **Third Parties:** Third-party audits—performed under programs including Responsible Care® and International Organization for Standardization (ISO) 14001—are completed by site-level certifications per the required frequency of the respective program. Currently, 81% of FMC operating sites have a third-party certification (ISO: 57%, RCMS: 24%).

**RESPONSIBLE CARE™**
Driving Safety & Sustainability

## Key EHS Elements

› **Waste, Effluent, and Water Quality:** FMC tracks and manages hazardous and non-hazardous waste in line with local laws and regulations, on-site procedures, and global guidelines. In addition, all FMC sites continuously monitor environmental impacts in accordance with local laws and regulations. For example, FMC regularly performs water quality monitoring and testing on effluent discharge where appropriate to protect water sources from contamination. The company is committed to engineering and institutional control measures to prevent unpermitted discharges.

› **Air:** FMC monitors and tracks air pollutants, including SOx, NOx, VOCs, and HAPs, in accordance with national and regional laws and regulations. FMC takes action to prevent and reduce air pollutants from company operations, including hearing conservation programs to reduce noise emissions. At certain sites, leak detection and repair (LDAR) programs are also used to maintain the enclosure of emissions sources and to locate and repair leaking components.

› **Emergency Preparedness and Crisis Management:** Through a crisis management framework, FMC efficiently manages a variety of crises that could impact employees, operations, communities, and/ or business reputation. Safety is a core value at FMC, and the company has established emergency response standards to safely manage an emergency at any facility. Local emergency response procedures support the proper training and preparedness of local emergency response teams.

› **Process Safety:** Process Safety Management (PSM)— an approach that mitigates fires, explosions, and hazardous material releases in operations sites—is a key component of FMC's safety program. Standards and procedures for FMC employees across all global sites effectively identify and mitigate process safety risks. These include minimum safety requirements, screening and conducting systemic reviews of process hazards, and providing process information.

› **Incident Management and Reporting:** All FMC sites are required to report, categorize, and perform the appropriate level of incident investigation for all EHS incidents, including those involving injury, illness, process safety, and environmental or other crisis incidents. Incidents are initially handled by a local emergency response team, with defined responsibilities and escalation requirements depending on the incident's severity. Proper collection of data related to incidents (including incident investigation and causal analysis) enables FMC to continuously implement appropriate mitigation measures to improve and/or prevent future events.

› **Training:** FMC regularly educates and trains employees, contractors, and stakeholders on key EHS topics and procedures to maintain safe operations. Site- and function-specific training teaches individuals to operate safely and effectively at all FMC sites. In 2024, FMC retrained leaders on **Management by Walking Around**, a leadership approach where managers actively engage with employees by informally walking through the workplace, observing operations, and having spontaneous conversations. This hands-on management style fosters open communication, strengthens relationships, and allows leaders to identify potential issues, provide real-time feedback, and reinforce company culture. By being visible and accessible, managers can gain valuable insights, boost employee morale, and proactively address concerns, ultimately enhancing productivity and workplace engagement.

› **Environmental Remediation:** Managed by a dedicated team of employees, FMC's environmental remediation portfolio includes both legacy and current FMC manufacturing operations. The company works closely with state and federal agencies as well as local communities throughout the remediation process, which includes investigation, design, implementation, and monitoring. Wherever possible, FMC focuses on brownfield development opportunities, benefiting both local communities and the planet.

At FMC, people come first. We strive for an injury-free workplace, where every employee returns home the same way they arrived. We encourage a culture of open reporting, so we can learn from our safety incidents and continuously improve behaviors and processes.

| Safety Metrics | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| **FMC INJURIES/ILLNESSES** | | | | |
| Fatalities | 0 | 0 | 0 | 0+ |
| Lost Time | 2 | 4 | 1 | 2 |
| Total Recordables | 6 | 7 | 5 | 8 |
| Total Manhours (hr) | 18,140,000 | 17,614,000 | 18,259,000 | 16,058,000 |
| TRIR | 0.07 | 0.08 | 0.05 | 0.10+ |
| LTIR | 0.02 | 0.05 | 0.01 | 0.02+ |
| **3RD PARTY INJURY/ILLNESSES** | | | | |
| Fatalities | 0 | 0 | 0 | 0 |
| Lost Time | 4 | 3 | 1 | 4 |
| Total Recordables | 6 | 5 | 2 | 6 |
| Total Manhours (hr) | 4,134,000 | 5,378,000 | 6,739,000 | 5,745,000 |
| TRIR | 0.29 | 0.19 | 0.06 | 0.21 |
| LTIR | 0.19 | 0.11 | 0.03 | 0.14 |
| **PROCESS SAFETY EVENTS** | | | | |
| Tier 1 | 1 | 0 | 0 | 0+ |
| Tier 2 | 5 | 7 | 4 | 1+ |
| **NOTICE OF VIOLATIONS** | | | | |
| NOVs with Penalty | 0 | 1 | 0 | 0 |

**DEFINITIONS**

**Fatalities**
Work-related injury or illness that results in death, based on the U.S. OSHA Recordkeeping framework.

**Lost Time**
Work-related injuries that result in a person being unfit for work on any day after the day of the injury as determined by a physician or other licensed health professional.

**Total Recordables**
Total number of work-related injuries or illnesses requiring treatment beyond first aid globally, based on the U.S. OSHA Recordkeeping Framework.

**Total Manhours**
Total number of hours worked.

**TRIR**
Total Recordable Incident Rate = (# of OSHA Recordable Incidents) X 200,000/Total Manhours, as based on the OSHA Recordkeeping Framework.

**LTIR**
Lost Time Injury Rate = (# of Lost Time Injuries) X 200,000/Total Manhours.

**NOVs with Penalties**
Letter or notice received from an EHS regulatory authority alleging violation of a law, regulation or permit that resulted in a fine or penalty. Metrics may appear different than previous reports due to improved reporting and methodology.

**Tier 1**
Process safety events based on loss of primary contaminant with the greatest consequence, according to the API 754 3rd Edition Definitions.

**Tier 2**
Process safety events based on loss of primary contaminant with lesser consequence, according to the API 754 3rd Edition Definitions.

**FMC**
FMC employee or FMC supervised contractors.

**3rd Party**
Permanent and resident contractors to FMC.

+ Indicates metric included in assurance boundary. Refer to Management Criteria on **page 67**.

At FMC, we proactively identify and manage material ESG risks, opportunities, and potential impacts in line with our commitment to sustainable business practices.

## Human Capital Development

› **Training and Leadership Development:** FMC provides new and current employees with ongoing, comprehensive training to support their professional growth and development. Global training is facilitated both in-person and virtually, covering topics such as human rights, ethics and compliance, cybersecurity, and safety. Additionally, FMC provides function- and location-specific training to help employees build skills and knowledge needed for success in their roles. To further support development, FMC offers global programs designed to foster both personal and professional growth. These may include instructor-led and self-paced courses, development planning and stretch assignments, project-based action learning and rotational learning, and mentoring and coaching. Leadership development programs and executive coaching tailored for leaders equip them with the skills needed to effectively manage teams, drive performance, and inspire innovation. All FMC employees have access to an on-demand learning platform to enable continuous learning and skill development across critical business areas. In 2024, FMC employees completed various on-demand learning courses, covering topics such as leadership development, selling skills, and project management.

## Total Rewards

› FMC compensates employees through a Total Rewards program based on performance and values following the annual performance review process. Performance-based direct pay may include competitive base pay, annual bonus opportunities, sales incentive plans, and long-term incentives. These compensation elements—along with health benefits, work-life flexibility, recognition awards, and talent and career development—enable FMC to offer a comprehensive Total Reward package designed for employees throughout their career. Appropriate remuneration is determined based on the performance and qualifications of employees without regard to any characteristic protected by applicable laws. FMC conducts assessments to verify that employees in the same job function, location, and pay level are paid fairly relative to others.

## Community and Stakeholder Engagement

› **Communities:** The company's community engagement is guided by FMC for Good, a strategic framework that focuses on hunger relief, education, and the environment. FMC directs its charitable contributions to eligible organizations under U.S. Internal Revenue Code Section 501(c) (3) or the equivalent outside the U.S. These contributions support programs and services aligned with FMC's business goals and values, enabling meaningful, measurable impact while also fostering employee engagement and collaboration with business partners and community leaders. FMC also supports causes that its employees are passionate about through local matching gift programs, and volunteering opportunities.

› **Stakeholders:** FMC regularly engages a variety of internal and external stakeholder groups across public, private, and civil society domains to gain alignment, gather input and feedback, and identify key trends, issues, and risks for the company. Key topics include, but are not limited to, sustainability objectives, agriculture development, and food security. FMC actively engages in strategic partnerships with key stakeholders who are aligned with the company's climate and food security goals. More information about FMC's stakeholder engagement—including main stakeholder groups and topics and methods of engagement—can be found in the **Engagement** section and on the **company's website**.



› **Political Advocacy:** FMC's political advocacy is conducted in accordance with all applicable laws and regulations and the company's Code of Ethics, which outlines corporate governance, control, oversight, and procedural guidance for FMC corporate contributions to political candidates and causes. FMC discloses monetary contributions to U.S. federal and state candidates and to ballot measures, and also discloses corporate donations to political committees and campaigns through its **PAC program**. Additionally, FMC **discloses** the percentage of dues used for political expenditures in the U.S. from significant trade associations and social welfare organizations (>$50,000) on a semiannual basis.

## WORKFORCE METRICS FOR FULL-TIME EMPLOYEES IN 2024

| | Total | Male | Female | Gender Not Disclosed |
|---|---|---|---|---|
| **GLOBAL** | | | | |
| **Full Time Employees** | 5,561 | 3,791 | 1,743 | 27 |
| **<30** | 529 | 329 | 197 | 3 |
| **30-50** | 3,621 | 2,407 | 1,195 | 19 |
| **>50** | 1,411 | 1,055 | 351 | 5 |
| **External Hires** | 488 | 325 | 141 | 22 |
| **Voluntary Turnover** | 12.6% | 12.6% | 12.5% | 12.6% |

## FEMALE EMPLOYEES BY LEVEL, GLOBAL

| | Count | % |
|---|---|---|
| **Full Time Employees** | 1,743 | 31% |
| **Board of Directors** | 4 | 31% |
| **Executive Vice Presidents** | 2 | 25% |
| **Leadership Positions** | 65 | 38% |
| **Professional Roles** | 1,322 | 33% |

### DEFINITIONS

**Board of Directors**
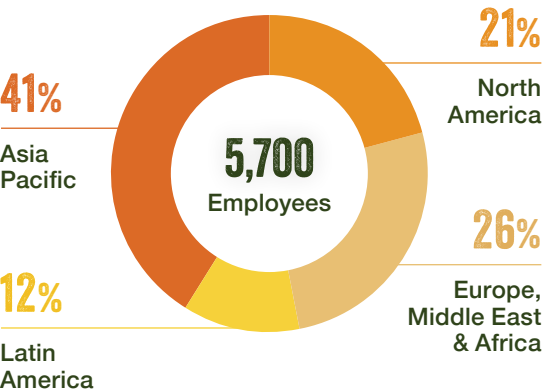FMC Board of Directors, responsible for overall management of the company.

**Leadership Positions**
Roles with significant responsibility to oversee and direct a functional discipline or business area for FMC.

**Professional Roles**
Defined by types of responsibilities and requirements, such as independent judgment and decision making that impact the business.

**EEO-1**
FMC discloses EEO-1 data **here**. Please note that job categories differ in the way FMC categorizes jobs.

**Full Time Employees**
Metrics, including age ranges, include full-time FMC employees and exclude other payroll workers (i.e. interns, apprentices, and trainees). Other payroll workers are included in global workforce regional highlight.

## GLOBAL WORKFORCE
*As of December 31, 2024*

**5,700 Employees**

- **21%** North America
- **26%** Europe, Middle East & Africa
- **41%** Asia Pacific
- **12%** Latin America

At FMC, we proactively identify and manage material ESG risks, opportunities, and potential impacts in line with our commitment to sustainable business practices.

## Ethics and Compliance

› **Ethics Reporting:** FMC is committed to conducting business with honesty and integrity and in compliance with all applicable laws. This commitment is upheld through fair and impartial internal investigations and prohibition of retaliation against anyone who makes a report in good faith. Reports of alleged non-compliance with the company's Code of Ethics and Business Conduct may be made to the FMC Ethics Response Line, which is available externally at FMC.com and on the internal FMC SharePoint®. Where permitted by law, reports to the FMC Ethics Response Line may be made anonymously (or reporters may self-identify) by phone, web portal, QR code, or mail. In 2024, the FMC Ethics Office evaluated 12 global reports classified as harassment, discrimination, or retaliation. Of these 12 reports, three were substantiated and resulted in employee discipline.

› **Ethics and Compliance Training:** In-person and virtual training totaling nearly 2,000 hours were delivered in 2024 to FMC's global workforce on topics such as antitrust/global competition, anti-bribery and anti-corruption, insider trading, sexual harassment, intellectual property, and ethics and compliance. FMC introduced a "New Employee Welcome Letter" translated in 25+ languages, which provides new employees with information and expectations for Ethics and Compliance training at FMC. All new employees are assigned three mandatory trainings, with two mandatory trainings designated specifically for new hire populations. A total of three mandatory trainings have been launched to a targeted set of employees based on identified business risks.

› **Communications:** The Ethics Office maintains awareness about ethics and compliance via global processes and communications, including the annual mandatory FMC Code of Ethics and Business Conduct global questionnaire and certification process. FMC also raises awareness through its network of "Ethics and Compliance Ambassadors"—employees from around the world who volunteer to participate in compliance activities and reinforce compliance messaging in their local organizations.

› **Governance:** The FMC Ethics Office is a dedicated cross-functional committee responsible for leading internal investigations at the company. FMC's Corporate Responsibility Committee, which consists of executive management, reports to the Audit Committee of the Board of Directors. The Corporate Responsibility Committee assesses the company's overall compliance with applicable laws and FMC's Code of Ethics and Business Conduct, oversees the compliance training program, and evaluates responses to significant compliance matters and legal developments.

## Anti-Bribery and Anti-Corruption

› FMC has strict standards around bribery and corruption that apply to employees as well as business partners who do business on FMC's behalf. The company's requirements are described in its Code of Ethics, Supplier Code of Conduct, Anti-Bribery and Anti-Corruption Compliance Policy, and other company policies and procedures. FMC operates in some markets where local business ethics may differ from the company's standards, which increases potential risk of impropriety. To mitigate that risk, the company administers a robust internal audit program and allocates appropriate resources to ensure that employees are trained, engaged, and focused on achieving business objectives while adhering to the company's standards and integrity as a core value. FMC consistently enhances its compliance program through investments in data-driven risk assessment tools and ongoing enhancements to its third-party risk management program, enabling proactive monitoring and continuous improvement.

## Collective Bargaining

› FMC has one collective bargaining agreement in the U.S. and several collective bargaining agreements or equivalent agreements in global locations. Over the years, the company has successfully renegotiated contracts without any material work stoppages. FMC outlines employees' rights to freedom of association and collective bargaining in the company's **Human Rights Policy**. Additionally, FMC expects suppliers to respect their employee's rights to freedom of association and outlines expectations in the **Supplier Code of Conduct**.

## Risk, Control, and Audit

› FMC has a robust Internal Audit (IA) function and Enterprise Risk Management (ERM) process as part of the company's Risk, Control, and Audit group. The Chief Audit Executive reports directly to the Audit Committee and sets an annual audit plan based on appropriate risk factors for financial and non-financial compliance, including, but not limited to, FMC's Code of Ethics and Business Conduct, Financial Standards (internal and GAAP), Foreign Corrupt Practices Act, Sarbanes-Oxley compliance, and relevant data privacy laws. FMC's IA function maintains objectivity and independence through its organizational structure, reporting lines, culture, and operations. Additionally, FMC conducts an annual company wide ERM assessment to evaluate exposure and to report on enterprise-wide risks. The ERM process assists in guiding FMC's 10-K risk disclosures, engaging with cross-functional employees and executives globally, and measuring the likelihood and magnitude of actual and potential risks. ERM assessment findings are reported quarterly to the FMC Risk Council and executive leadership, and annually to the Board of Directors. Additionally, the Board of Directors regularly discusses major risk exposures with management, evaluating the potential financial impact on the company and the strategies in place to manage and mitigate these risks. Additional information regarding climate risk is shared in the Climate Transition Plan.

## Cybersecurity

› FMC provides robust training and tools to help employees mitigate cybersecurity risks. Employees can directly report emails, enabling FMC to streamline suspicious email processing, identify real threats, and proactively remove identified malicious emails from recipients' inboxes. Additionally, all employees and contractors are required to complete the IT Security Awareness training upon hire and annually thereafter. This training consists of two mandatory modules covering security best practices, the company's IT

policies and standards, and guidance on identifying and preventing phishing attacks. In addition to security awareness training, global FMC users participate in periodic phishing simulation tests. Failure to recognize phishing attempts may result in additional training or further remedial action when necessary. Additional information regarding cybersecurity is outlined in FMC's Annual Report and Cybersecurity Policy.

## Supply Chain Engagement and Due Diligence

› FMC's Supplier Code of Conduct and Sustainability Sourcing Statement define the company's expectations of suppliers on environmental, social, and governance topics. All potential suppliers are evaluated through the Supplier Selection and Approval Process, which outlines requirements for due diligence, screening, and third-party risk assessments. In addition to the company's internal supplier selection processes, FMC has continued its partnership with EcoVadis, a leading sustainability evaluation platform that monitors suppliers through assessments based on criteria such as environmental impact, labor and human rights, ethics, and sustainable procurement. This partnership enables FMC to better understand supply chain sustainability risk and to measure supplier performance. In 2024, FMC engaged with select suppliers onboarded to EcoVadis in Wave 1 - those onboarded in the initial phase of the EcoVadis partnership in 2023. This was done to review assessment results and understand their main priorities to jointly determine supplier action plans for improvement in alignment with the company's goals. FMC then engaged suppliers to discuss respective environmental priorities and jointly determine supplier action plans for improvement. In addition to the work done with the Wave 1 suppliers, assessments were conducted with 29 additional suppliers from Direct Chemicals, Packaging, and Logistics to determine future action plans.



**FMC SUPPLIER ENGAGEMENT: ECOVADIS PROGRAM ONBOARDING**

| | Onboard Suppliers* | % of Scope 3 Coverage* |
|---|---|---|
| **Wave 1 (2023)** | 34 | 20% |
| **Wave 2 (2024)** | 29 | 3% |
| **Previously Assessed** | 141 | 12% |
| **Total** | 204 | 35% |

*Includes FMC Direct Chemicals, Packaging, and Transportation and Distribution suppliers.
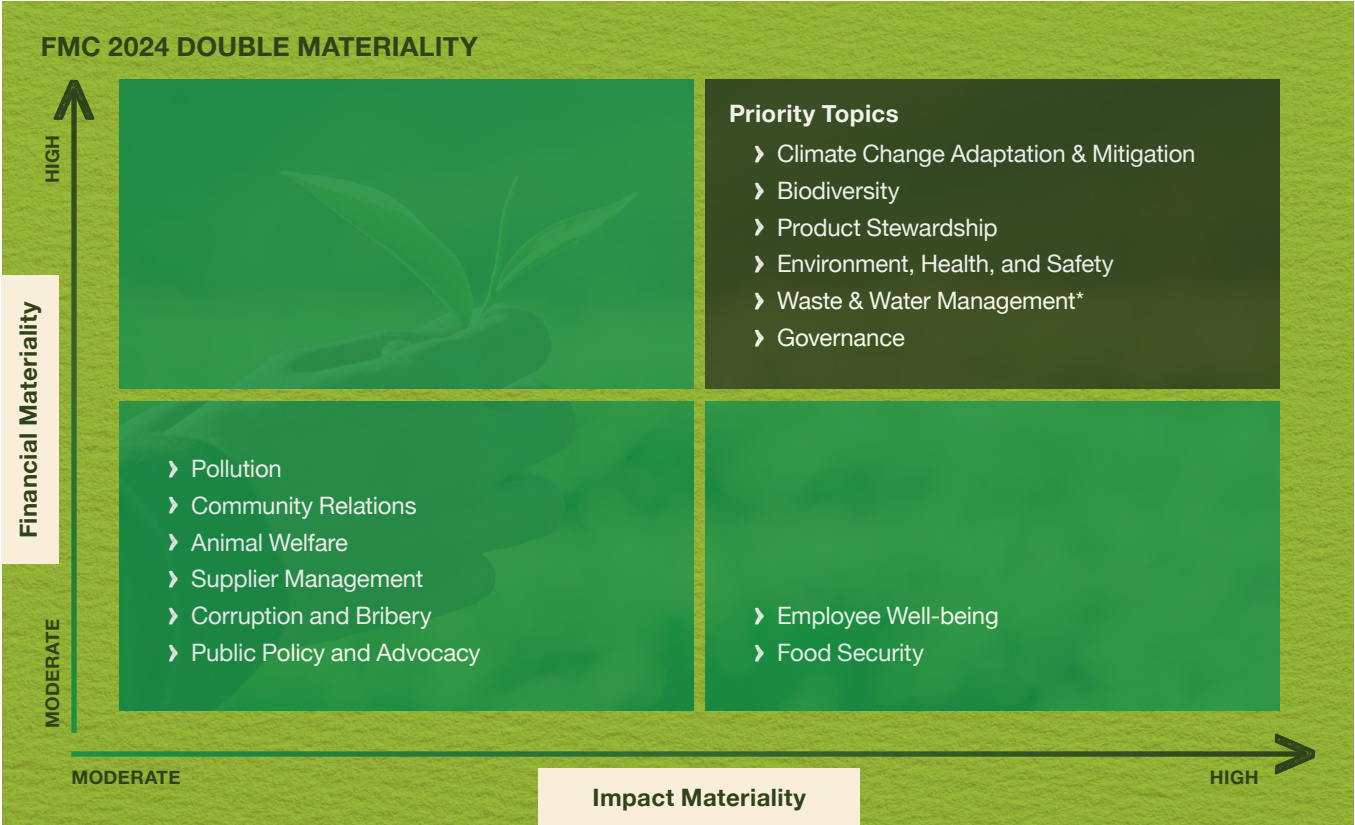
FMC began to conduct impact materiality assessments in 2013 and the company undertook its first double materiality assessment in 2024. This assessment evaluates both financial and impact materiality, considering the potential effects of FMC on society and the environment and how these factors may financially impact its business. The company's double materiality assessment, as illustrated in the matrix below, highlights the priority topics associated with its business, operations, and value chain.

Material topics were identified considering the double materiality principle in the European Sustainability Reporting Standards (ESRS), peer and macro trends, and FMC's 2022 impact materiality assessment. Topics in previous impact assessments were based on the principles of GRI, SASB, the United Nations Global Compact, and other expert recommendations. Financial materiality thresholds were oriented towards our Enterprise Risk Management process to enable a consistent risk assessment.

To determine topic materiality, FMC consulted internal and external stakeholders, including employees, customers, and suppliers, through surveys and interviews. Stakeholder responses were validated by the company's sustainability team and associated subject matter experts for the topic areas. The identified material topics were then reviewed by our ESG Reporting Steering Committee, encompassing executives from the integrated supply chain and sustainability, finance, audit, and legal functions.

The double materiality assessment helps to inform the company's sustainability strategy, including its environmental goals and innovation efforts. As FMC approaches the expiration of the company's 2025 sustainability goals, it will consider the results of the double materiality assessment alongside its long-range business plan to establish new goals and further develop focus areas for strategic impact.

This is the company's first double materiality assessment and is not fully aligned with the double materiality principle as defined and explained in the ESRS. FMC will continue to evolve methodology and processes as needed for completing double materiality assessments and in preparation for mandatory sustainability reporting under the Corporate Sustainability Reporting Directive.

## FMC 2024 DOUBLE MATERIALITY

**Financial Materiality** (HIGH / MODERATE) vs **Impact Materiality** (MODERATE / HIGH)

**Priority Topics**
> Climate Change Adaptation & Mitigation
> Biodiversity
> Product Stewardship
> Environment, Health, and Safety
> Waste & Water Management*
> Governance

(Moderate impact / Moderate-High financial)
> Pollution
> Community Relations
> Animal Welfare
> Supplier Management
> Corruption and Bribery
> Public Policy and Advocacy

(High impact / Moderate financial)
> Employee Well-being
> Food Security

Panoli, India

*Includes Environmental Remediation

This table provides an overview of publicly available documents related to ESG topics at FMC. All documents can be accessed on the company's sustainability **website**.

| Policies and Statements | Description | Scope | UNGC Alignment |
|---|---|---|---|
| Environment, Health, and Safety Policy | FMC's EHS policy outlines our responsibility to the environment, health, and safety (including occupational and process safety) of our employees and the global community. It is executed at the highest level of the company. | Company, World | 8 |
| Our Care for the Planet | Provides an overview of FMC's position on climate change, water security, and biodiversity. | Company, Supplier Expectations, World | 7,8,9 |
| Commitment to Animal Welfare | Outlines FMC's requirements to adhere to regulatory standards for animal testing and the company's commitment to global principles (replace, reduce, refine) for animal welfare. | Company | 8,9 |
| Policy on Human Rights | Builds upon FMC's Code of Ethics to further outline the company's commitment to the protection and advancement of human rights as a principle and within global business operations. It outlines adherence to international best practices and standards, guiding pillars, due diligence and reporting, and employee training. | Company, Supplier Expectations | 1,2,3,4,5,6 |
| Code of Ethics and Business Conduct | FMC's Code of Conduct serves as the cornerstone of our belief in conducting business with honesty and integrity, setting high standards that align with, and often exceed, local laws and regulations. The Code outlines requirements for all employees and stakeholders and provides clear information on how to report any violations through our Ethics hotline. | Company, Suppliers | 1,2,3,4,5,6,10 |
| Supplier Code of Conduct | Clarifies expectations placed on FMC suppliers and their subcontractors to act in accordance with the FMC Supplier Code of Conduct, which covers topics relating to ethics, human rights, labor, environment, and health and safety. | Suppliers | 1,2,4,5 |
| Sustainable Sourcing Statement | Outlines expectations placed on FMC suppliers and outlines the company's plan related to ESG Supplier Engagement, including supplier screening, auditing, employee training, and adherence to Modern Slavery Acts globally. | Suppliers | 1,2,3,4,5,8 |
| Conflict Minerals Statement | Outlines FMC's commitment to conflict minerals sourcing in compliance with Section 1502 of the Dodd-Frank Act. | Company, Suppliers | 1,2,10 |
| Corporate Tax Policy Statement | Provides transparency to FMC stakeholders on tax policy matters and compliance with tax regulations. | Company | 10 |
| Cybersecurity Policy | Provides an overview of FMC's comprehensive cybersecurity program to protect company and supply chain data. This includes details around the company's executive oversight and risk mitigation program, which includes risk assessment, auditing, security systems, employee training, and response plans. | Company, Suppliers | 10 |
| Board Sustainability Committee Charter | Summarizes the responsibilities of the Sustainability Committee of the Board of Directors to ensure the effectiveness of the company's sustainability strategy and efforts related to ESG, including sustainability goals and objectives. | Company (Board) | 8 |
| CDP Reports | Provides a detailed understanding of FMC's sustainability efforts around climate change and water security and comprehensive sustainability data disclosures. In 2024, FMC received an "A-" rating on Climate Change and Water Security. | Company | 7,8 |
| Materiality Assessment | FMC's double materiality assessment evaluates both financial and impact materiality, considering both the potential effects of FMC on society and the environment, and how these factors may impact the company. | Company | 7 |
| Climate Transition Plan | Outlines FMC's strategy to meet the company's net-zero goal in alignment with SBTi. Includes governance, strategy, risk management, and metrics and targets. | Company, Suppliers | 8 |
| Stakeholder Engagement | Summarizes FMC's engagement strategy with key stakeholder groups to discuss important initiatives, issues, and trends for the company. | Company | 1,2,4,6,8 |

FMC became a signatory to the United Nations Global Compact (UNGC) in 2015. This is our tenth Communication on Progress indicating our activities and management systems in support of the UNGC principles. More information on certain key policies and initiatives to support the UNGC principles can be found below and on **FMC.com/en/sustainability**.

| Topic | Principle | Key Policies and Initiatives |
|---|---|---|
| **Human Rights** | **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.<br><br>**Principle 2:** Make sure that businesses are not complicit in human rights abuses. | › Human Rights Policy<br>› Code of Ethics and Business Conduct<br>› Supplier Code of Conduct<br>› Supplier Screenings<br>› Collective Bargaining Agreements<br>› Trainings on Inclusion and Human Rights<br>› Employee Engagement and Culture<br>› Ethics Hotline |
| **Labor** | **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.<br><br>**Principle 4:** The elimination of all forms of forced and compulsory labor.<br><br>**Principle 5:** The effective abolition of child labor.<br><br>**Principle 6:** The elimination of discrimination in respect of employment and occupation. | |
| **Environment** | **Principle 7:** Businesses should support a precautionary approach to environmental challenges.<br><br>**Principle 8:** Undertake initiatives to promote greater environmental responsibility.<br><br>**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies. | › Our Care for the Planet Statement<br>› Environment, Health, and Safety Policy<br>› Animal Welfare Policy<br>› Supplier Code of Conduct<br>› Sustainable Sourcing Statement<br>› Supplier Screenings<br>› 2035 Environmental Goals<br>› Sustainability Excellence and Product Stewardship Awards<br>› Product Stewardship Programs<br>› Responsible Care®<br>› Product Sustainability Assessment Tool<br>› Precision Agriculture<br>› Plant Health and Biologics Products |
| **Anti-Corruption** | **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery. | › Code of Ethics and Business Conduct<br>› Supplier Code of Conduct<br>› Anti-Bribery and Anti-Corruption Compliance Policy<br>› Supplier Screenings<br>› Ethics Training Courses<br>› Ethics Hotline<br>› Foreign Corrupt Practices Act Compliance Standard Practices and Audits |

**ENGAGEMENT SUMMARY – 2024 ASSURED BOUNDARY**

| Assured Metrics Table | |
|---|---|
| Scope of Engagement | **GHG Emissions & Energy:**<br>Scope 1 GHG Emissions<br>Scope 2 GHG Emissions<br>Scope 2 GHG Emissions (Location based)<br>Scope 3 GHG Emissions (Total Reported)<br>Scope 3 GHG Emissions (SBTi Boundary)<br>Biogenic Carbon Emissions<br>Total Reported GHG Emissions - Scopes 1, 2 & 3<br>Total GHG Emissions - Scopes 1 & 2<br>GHG Emissions Intensity<br>Energy Use<br>Energy Use by Type<br>Renewable Energy<br>Non-renewable Energy<br>Energy Intensity<br><br>**Safety:**<br>Total Recordable Incident Rate (TRIR)<br>Lost Time Injury Rate (LTIR)<br>Tier 1 Process Safety Events<br>Tier 2 Process Safety Events<br>Fatalities | **Waste:**<br>Waste Generated<br>Hazardous Waste Generated<br>Non-hazardous Waste Generated<br>Waste Disposed<br>Hazardous Waste Disposed<br>Non-hazardous Waste Disposed<br>Waste to Beneficial Reuse<br>Hazardous Waste to Beneficial Reuse<br>Non-hazardous Waste to Beneficial Reuse<br>Waste Disposed by Type<br>Hazardous Waste Disposed by Type<br>Non-hazardous Waste Disposed by Type<br>Waste to Beneficial Reuse by Type<br>Hazardous Waste to Beneficial Reuse by Type<br>Non-hazardous Waste to Beneficial Reuse by Type<br><br>**Water:**<br>Water Withdrawals<br>Water Withdrawals Volumes by Source<br>High Risk Water Withdrawals<br>High Risk Water Withdrawals Volumes by Source<br>Water Discharges<br>High Risk Water Discharges<br>Water Consumption<br>High Risk Water Consumption |
| Assurance Standard | The review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants in the versions of AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements* that are applicable as of the date of the review. |
| Assurance Level | Limited Assurance |
| + | Indicates metric (pages 49-51 and 56) and note (pages 65-71) included in assurance boundary. |

| Boundary Definitions - 2024 Environmental Sustainability Metrics | |
|---|---|
| Organizational Boundary | The operational control approach is used to develop FMC's GHG inventory for its base year (2021) and all subsequent years. FMC defines Operational Control as facilities, equipment, products, personnel, and other FMC assets owned by FMC and/or whereby FMC has the authority, responsibility, or legal obligation pertaining to company business and manufacturing operations. FMC sites within our organizational boundary include fully owned and partially owned buildings, properties, and associated assets. The organizational boundary definition is also applicable to energy metrics within this report. Of the seven GHGs covered by the World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI) Greenhouse Gas Protocol Corporate Accounting and Reporting Standard ($CO_2$, $CH_4$, $N_2O$, HFCs, PFCs, SF6, and NF3), four ($CO_2$, $CH_4$, $N_2O$, and HFCs) are currently applicable to our operations. All GHG emissions are reported in $CO_2$ equivalents. There are no exclusions from our organizational boundary. FMC has established 2021 as the base year due to significant updates in emissions accounting and boundary expansion, including the implementation of SAP S/4 HANA enterprise tool to accurately and comprehensively capture all company spend and financial data for Scope 3 calculations. |
| Operating Sites | FMC manufacturing sites (fully and partially owned) and the Stine Research Center. |
| Other Owned Sites | FMC-Owned Sites (fully and partially owned) that are non-manufacturing sites including R&D Facilities (not including Stine) and Remediation Sites. |
| Fleet | Includes vehicles that are owned or leased by FMC. The company reports fuel consumption for business operations. Vehicle use for personal travel is excluded from the company's reporting boundary. |
| Fugitives | Emissions from Operating Sites that are not physically controlled, but result from intentional or unintentional releases of GHGs such as HFC emissions from refrigeration and air conditioning equipment. |
| Scope 3 GHG Boundary | Includes all upstream and downstream financial and business activities that are outside the company's operational control, but essential to its business. This includes all FMC Leased Sites and FMC environmental liabilities where the company does not own the property. |
| Base Year Restatement | FMC has established 2021 as the base year due to significant updates in emissions accounting and boundary expansion, including the implementation of the SAP S/4 HANA enterprise tool to accurately and comprehensively capture all company spend and financial data for Scope 3 calculations. FMC uses a significance threshold of 5% for Scopes 1 & 2 base year emissions restatement and separately, FMC uses a significance threshold of 5% for Scope 3 base year emissions restatement. The 5% significance threshold applies to adjustments resulting from structural changes and methodology changes. Should an acquisition occur, FMC allows for a 12- to 24-month integration period for the acquired entity's GHG emissions to be incorporated into FMC's GHG Inventory, depending on the complexity of the acquisition and business activities. |
| Measurement Uncertainty | Management is responsible for the collection, quantification, and presentation of sustainability disclosures and for the selection of the criteria, which provides an objective basis for measuring and reporting on sustainability disclosures. Measurement of certain disclosures includes estimates and assumptions that are subject to inherent measurement uncertainty resulting, for example, from incomplete scientific knowledge used to determine conversion and other factors and limitations inherent in the nature and methods used for determining emissions data. The selection by management of different but acceptable measurement methods, input data, or assumptions may have resulted in variability in the amounts or metrics being reported. |

+ Indicates note included in assurance boundary.

| Metric | Page(s) | Reporting Criteria | Reporting Criteria Definition |
|---|---|---|---|
| Waste Generated | p. 51 | Management's Criteria | The amount of **waste generated** by Operating Sites, reported with no exclusions.<br><br>Waste Definition: Any substance or object which the holder discards or intends or is required to discard. This includes waste and by-product materials in both solid and liquid form and may be non-hazardous or hazardous waste generated. It includes all regulated and non-regulated waste. |
| Hazardous Waste Generated | p. 51 | Management's Criteria | The amount of **hazardous waste generated** by Operating Sites, reported with no exclusions. Regulatory requirements dictate the classification and management criteria of hazardous materials and are location-specific.<br><br>Hazardous Waste Definition: Material which contains or exhibits hazardous characteristics, consistent with regulatory requirements in the location that the waste is generated. It excludes onsite closed loop recycle and onsite wastewater treatment in units exempted from hazardous waste permit requirements. |
| Non-hazardous Waste Generated | p. 51 | Management's Criteria | The amount of **non-hazardous waste generated** by Operating Sites, reported with no exclusions.<br><br>Non-Hazardous Waste Definition: Waste that is not regulated as hazardous waste. Excludes onsite closed loop recycle and onsite wastewater treatment in units exempted from waste permit requirements. |
| Waste Disposed | p. 51 | Management's Criteria | The amount of waste generated that is disposed through the following disposal methods: Landfilled, Incineration (without Energy Recovery), Other Disposal. Other Disposal includes liquid waste that is treated and disposed and waste disposed via transfer station. **Waste disposed** metrics are reported with no exclusions. |
| Hazardous Waste Disposed | p. 51 | Management's Criteria | The amount of hazardous waste generated by Operating Sites that is disposed through the following methods: Landfilled, Incineration (without Energy Recovery), Other Disposal. **Hazardous waste disposed** metrics are reported with no exclusions. |
| Non-hazardous Waste Disposed | p. 51 | Management's Criteria | The amount of non-hazardous waste generated by Operating Sites that is disposed through the following methods: Landfilled, Incineration (without Energy Recovery), Other Disposal. **Non-hazardous waste disposed** metrics are reported with no exclusions. |
| Waste to Beneficial Reuse | p. 51 | Management's Criteria | The amount of waste generated by Operating Sites that is disposed through the following methods: Incineration (with Energy Recovery), Recycled (including composting), Other Beneficial Reuse. Other Beneficial Reuse includes waste that is processed for fuel blending or cement mixing. **Waste to beneficial reuse** metrics are reported with no exclusions. |
| Hazardous Waste to Beneficial Reuse | p. 51 | Management's Criteria | The amount of hazardous waste generated by Operating Sites that is disposed through the following methods: Incineration (with Energy Recovery), Recycled (including composting), Other Beneficial Reuse. Other Beneficial Reuse includes waste that is processed for fuel blending or cement mixing. **Hazardous waste to beneficial reuse** metrics are reported with no exclusions. |
| Non-hazardous Waste to Beneficial Reuse | p. 51 | Management's Criteria | The amount of non-hazardous waste generated by Operating Sites that is disposed through the following methods: Incineration (with Energy Recovery), Recycled (including composting), Other Beneficial Reuse. Other Beneficial Reuse includes waste that is processed for fuel blending or cement mixing. **Non-hazardous waste to beneficial reuse** metrics are reported with no exclusions. |

| Metric | Page(s) | Reporting Criteria | Reporting Criteria Definition |
|---|---|---|---|
| Total Recordable Incident Rate (TRIR) | pp. 4, 56 | Management's Criteria | **Total Recordable Incident Rate (TRIR)** = (# of OSHA Recordable Incidents) X 200,000/Total Manhours. OSHA recordable incidents refers to work-related injury or illness of an FMC employee or FMC supervised contractor requiring treatment beyond first aid, as defined by U.S. OSHA Recordkeeping Framework (Standard 1904). Total Manhours refers to total # of hours worked by FMC employees and FMC supervised contractors in 2024. Includes TRIR incidents taking place in 2024 reported on or before December 31, 2024. |
| Lost Time Incident Rate (LTIR) | p. 56 | Management's Criteria | **Lost Time Injury Rate (LTIR)** = (# of Lost Time Injuries) X 200,000/Total Manhours. Lost Time Injuries refers to work-related injuries that result in an FMC employee or FMC supervised contractor being unfit for work on any day after the day of the injury as determined by a physician or other licensed health professional. Includes rest days, weekend days, vacation days, public holidays, or days after ceasing employment. Total Manhours refers to total # of hours worked by FMC employees and FMC supervised contractors in 2024. Includes LTIR incidents taking place in 2024 reported on or before December 31, 2024. |
| Tier 1 Process Safety Events | p. 56 | Management's Criteria | Performance indicator for Operating Sites indicating process safety events (PSE) with the greatest consequence, according to the API 754 3rd Edition Definitions. A **Tier 1 PSE** is an unplanned or uncontrolled release of any material, including non-toxic and non-flammable materials from a process that results in one or more of the consequences listed in API 754 3rd Edition section 5.2.2. Includes events taking place in 2024 reported on or before December 31, 2024. |
| Tier 2 Process Safety Events | p. 56 | Management's Criteria | Performance indicator for Operating Sites indicating PSEs with lesser consequence, according to the API 754 3rd Edition Definitions. A **Tier 2 PSE** is an unplanned or uncontrolled release of any material, including non-toxic and non-flammable materials, from a process that results in one or more of the consequences listed in API 754 3rd Edition section 6.2.2 and is not reported as a Tier 1 PSE. Includes events taking place in 2024 reported on or before December 31, 2024. |
| Fatalities | p. 56 | Management's Criteria | Work-related injury or illness that results in the death of an FMC employee or FMC supervised contractor based on U.S. OSHA Recordkeeping Framework (Standard 1904). Includes fatalities taking place in 2024 reported on or before December 31, 2024. |

**REPORTING CRITERIA, METHODOLOGY AND ASSUMPTIONS | GHG EMISSIONS & ENERGY**

| Metric | Page | Reporting Criteria[2] | 2024 Methodology and Assumptions + |
|---|---|---|---|
| Biogenic Carbon Emissions | p. 49 | GRI 305-1* | Emissions of $CO_2$ from the combustion or biodegradation of biomass within FMC's operational control, reported separately from the gross direct (Scope 1) GHG emissions. Sources of biogenic emissions for FMC are from briquettes, diesel (average biofuel blend), and gasoline (average biofuel blend). Emission factors used to quantify biogenic emissions are from the United Kingdom government conversion factors for company reporting of greenhouse gas emissions (DESNZ/BEIS) 2024. <br><br> *FMC does not report on 305-3-c, biogenic emissions of $CO_2$ for the combustion or biodegradation of biomass that occurs in its value chain, therefore this information is not included in the limited assurance boundary. FMC does not currently collect this information. |

[1]Includes all FMC employees and FMC supervised contractors who were part of the global workforce during the reporting period.

[2]Prepared based on the Organizational Boundary following the guidance in the applicable section of GRI indicated in the table.

+ Indicates note included in assurance boundary.

| Metric | Page(s) | Reporting Criteria* | 2024 Methodology and Assumptions + |
|---|---|---|---|
| Scope 1 GHG Emissions | p. 49 | GRI 305-1 | FMC-calculated Scope 1 emissions includes emissions from the combustion of fuels for business operations (including but not limited to equipment operation and maintenance, manufacturing processes, building operation, refrigeration, etc.) from Operating Sites, Other Owned Sites, Fleet, and fugitives. Fuel consumption source data is reported from purchase documents and meter readings. There are no exclusions from FMC's reporting boundary. Emissions factors used to quantify Scope 1 GHG emissions are from DESNZ/BEIS 2024 and from the Danish Energy Agency 2022. GHG emissions are reported in metric tons of $CO_2$ equivalents (t$CO_2$e). Global Warming Potentials (GWPs) are obtained from the Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report (AR4), 2007. Fleet source data is reported directly by the fleet management companies contracted by FMC. In regions where consolidated fleet management companies are not contracted by FMC, source data is provided by the company's regional managers. FMC calculated fleet related emissions following a hierarchy of fleet data availability. FMC calculated emissions using actual fuel consumption and applies emission factors from DESNZ/BEIS 2024. Where actual fuel consumption is unavailable, actual distance traveled and distance-based emission factors from DESNZ/BEIS 2024 are used to calculate emissions. Where actual fuel consumed and actual distance traveled is unavailable, contractual distance and distance-based emission factors from DESNZ/BEIS 2024 are used to calculate emissions. |
| Scope 2 GHG Emissions | p. 49 | GRI 305-2 | FMC's Scope 2 inventory includes indirect emissions from purchased electricity and steam at Operating Sites, Other Owned Sites, and Fleet using invoice information or substation meter readings that is converted to $CO_2$e. There are no exclusions from FMC's reporting boundary. Residual mix emissions factors were used to calculate market-based emissions. Market based emissions factor sources include Association of Issuing Bodies (AIB) European Residual Mixes 2023 and U.S. EPA Green-e 2023. Where residual mix factors were not available and Energy Attribute Certificates (EACs), green tariffs or Power Purchase Agreements (PPAs) were not applicable, the location-based emission factor was applied. Fleet source data is reported consistent with the Scope 1 GHG Emissions methodology description. FMC calculated emissions from electric vehicles using distance driven to estimate electricity consumption. The average kWh per kilometer driven was obtained from the Tesla website. This was used to calculate the electricity consumed by electric vehicles in the reporting year. The grid factor for the country from the International Energy Agency (IEA) 2023 was applied to this value to estimate the total emissions from the use of the electric vehicle. All Scope 2 emissions within this report are market-based unless otherwise noted. |
| Scope 2 GHG Emissions (Location based) | p. 49 | GRI 305-2 | FMC's Scope 2 inventory includes indirect emissions from purchased electricity and steam at Operating Sites, Other Owned Sites, and Fleet using invoice information, substation meter readings, or distance driven, which is converted to $CO_2$e. There are no exclusions from FMC's reporting boundary. Location-based emissions factors sources include IEA 2023, eGRID 2022, Canada National Inventory Report 2022, Shanghai Ecology and Environment Bureau 2022, and Australia National Greenhouse Accounts 2023. Fleet source data is reported consistent with the Scope 1 GHG emissions description and calculated consistent with the Scope 2 GHG Emissions description. The grid factor for the country from the IEA 2023 was applied to this value to estimate the total emissions from electric vehicles. |
| Scope 3 GHG Emissions (Total Reported) | p. 49 | GRI 305-3 | Total Scope 3 GHG emissions including categories 1, 2, 3, 4, 5, 6, 7, 8, 9, and 12. |
| Scope 3 Category 1 - Purchased Goods and Services | p. 49 | GRI 305-3 | FMC-calculated emissions include four subcategories: Direct Chemicals, Packaging, Remediation Indirect Spending, and Other Indirect Spending. Emissions for purchased chemicals were calculated using a weight-based methodology and chemical-specific emissions factors from ecoinvent v3.11 – IPCC 2021 impact assessment method, Agrifootprint version 6.3 databases, and supplier-specific Product Carbon Footprints (PCF) aligned with ISO 14040 and 14044 standards and FMC's internal criteria for supplier PCFs. Where chemical-specific emission factors were not available, an average emission factor for the procurement category grouping was applied. Emissions for purchased packaging were calculated using weight-based methodology and material-specific emission factors from ecoinvent v3.11. Where material specific emission factors were not available, an average emission factor per unit weight of packaging was applied. Emissions for indirect spending remediation and other indirect spending were calculated using a spend-based methodology with material-specific and industry-specific emission factors, obtained from the Comprehensive Environmental Data Archive (CEDA) 2024 database. Activity data and spend data are managed in FMC's internal Enterprise Resource Planning system. |

*Prepared based on the Organizational Boundary following the guidance in the applicable section of GRI indicated in the table.

+ Indicates note included in assurance boundary.

| Metric | Page(s) | Reporting Criteria* | 2024 Methodology and Assumptions + |
|---|---|---|---|
| Scope 3 Category 2 - Capital Goods | p. 49 | GRI 305-3 | FMC used spend-based methodology for calculating emissions from capital goods based on fixed asset capitalization policy, multiplying dollar spend from each capital goods expenditure category by industry-specific emissions factors from the CEDA 2024 database. Spend data is obtained from external invoices and is tracked internally. |
| Scope 3 Category 3 - Fuel- and Energy-related Activities | p. 49 | GRI 305-3 | FMC used a fuel-based method for calculating emissions using fuel and electricity data from FMC's organizational boundary. Well-to-tank emissions factors were obtained from DESNZ/BEIS 2024. Emissions factors for transmission- and distribution-related electricity losses were obtained from the IEA 2023 emissions factors database. For renewable energy not produced on site, only emissions from grid losses were considered. Activity data is provided internally from Operating Sites, Other Owned Sites, and FMC management. In some cases, fleet activity data is provided by third party fleet management providers. For fleet vehicles without fuel consumption data, fuel consumption was estimated using the previously calculated Scope 1 emissions and an emissions/kWh emissions factor for the assumed fuel type from the DESNZ/BEIS Conversion factors database. |
| Scope 3 Category 4 - Upstream Transportation & Distribution | p. 49 | GRI 305-3 | FMC calculated emissions using a hybrid methodology with a hierarchy in methodology based on available data. First, a portion of emissions was reported directly from vendors using activity data. Second, if a vendor provided activity data without calculated emissions, the activity data was used to calculate emissions using EcoTransIT World's verified methodology. If activity data was not available, emissions were calculated using spend-based methodology, multiplying logistics spending by industry-specific emissions factors for each of the five sub-categories of logistics spend (truck freight, ocean freight, air freight, rail freight, and warehousing & storage) obtained from the CEDA 2024 database. Activity data is obtained directly from vendors. Spend data is obtained from external invoices and internally tracked. |
| Scope 3 Category 5 - Waste Generated in Operations | p. 49 | GRI 305-3 | FMC's waste-related emissions from third-party disposal and treatment of waste were calculated using an activity-based methodology based on waste type, treatment type, and weight of waste disposed, with emission factors obtained from the ecoinvent v3.11 database and average transport distances from the European Commission EeBGuide. Per the GHG Protocol, waste disposal types with beneficial outputs are assigned a zero waste treatment emissions factor as emissions are accounted for by the user of the beneficial output. Activity data is provided internally from Operating Sites and Other Owned Sites. |
| Scope 3 Category 6 - Business Travel | p. 49 | GRI 305-3 | FMC calculates business travel emissions in four sub-categories (air, rail, rental car, and hotel) based on an activity-based consumption metric for each category. Air and rail emissions are based on actual distance traveled and hotel emissions are based on the number of hotel night stays per region. Rental car emissions were calculated using a hybrid of fuel-based, distance-based, and spend-based accounting based on the most specific raw data provided by our rental car vendors. Emission factors were obtained from DESNZ/BEIS 2024 for calculation of emissions related to air, rail and rental car miles, rental car fuel consumption, and hotel night stays. Where location-specific emission factors for hotel night stays were not available, emissions factors from the Hotel Sustainability Benchmarking Index 2024 were applied. For the emissions calculations related to rental car spend, emissions factors from CEDA 2024 database were used. Activity data is provided externally from third party providers. |
| Scope 3 Category 7 - Employee Commuting | p. 49 | GRI 305-3 | FMC calculated employee commuting emissions using distance-based models, based on employee headcount and commuting data, with different models for U.S. and international locations. For the U.S., distance traveled and modes of transport per state were estimated using the U.S. Department of Transportation's 2017 National Household Travel Survey, mapping to the EPA's emissions factor hub. For the international model, distance traveled and modes of transport is calculated using data from the Mobility in Cities Database and European Commission on Transport Statistics for international mapping mode-specific emissions from DESNZ/BEIS 2024. Headcount data and flexible work enrollment are used to estimate total commuting days. All employees are estimated to work 48 weeks per year. |

*Prepared based on the Organizational Boundary following the guidance in the applicable section of GRI indicated in the table.

+ Indicates note included in assurance boundary.

| Metric | Page(s) | Reporting Criteria* | 2024 Methodology and Assumptions + |
|---|---|---|---|
| Scope 3 Category 8 - Upstream Leased Assets | p. 49 | GRI 305-3 | FMC's leased offices and leased R&D facilities emissions were quantified using facility type, square footage, and headcount. A floor area-based emissions factor was used to calculate emissions for each facility type matched to the closest category within the benchmark data from University College of London Energy Institute, 2013. When floor area information was unavailable, emissions were estimated using headcount or average values. |
| Scope 3 Category 9 - Downstream Transportation & Distribution | p. 49 | GRI 305-3 | Emissions are calculated using an activity-based methodology, based on the total weight of distributor to end user shipments per country, the assumed shipment method, and assumed shipment distance, with emissions factors obtained from the ecoinvent v3.11 database. Activity data is managed in FMC's internal ERP system. |
| Scope 3 Category 12 - End-of-Life Treatment of Sold Products | p. 49 | GRI 305-3 | FMC's calculated emissions are divided into Active Ingredients (AIs), Third Party products that are sold by FMC (Buy/Sell), and Packaging. End-of-life AIs and Buy/Sell emissions are calculated by estimating the proportion of material that degrades into $CO_2$ over time based on chemical properties and total production volume, as measured by the Soil DT50 persistence end-point and using chemical properties sourced in publicly available regulatory reviews or the Pesticides Properties Database. Where chemical properties were unavailable, average emission factors (kg$CO_2$e per kg AI) from AIs with known chemical properties were applied. This is consistent with the carbon content method described by the World Business Council for Sustainability Development. Packaging emissions are calculated using estimated packaging weight and region-specific waste treatment benchmarks to estimate the proportion of packaging recycled, incinerated and landfilled. Pallets were assumed to be reused four times and all other packaging material was assumed to be single-use. Material-specific waste treatment emissions factors were obtained from the DESNZ/BEIS 2024. |
| Scope 3 GHG (SBTi Boundary) | p. 49 | GRI 305-3 | FMC's Scope 3 Science Based Targets initiative boundary includes Category 1 Direct Chemicals, Packaging and Remediation, and all of Categories 3, 4, and 5. |
| GHG Emissions Intensity | p. 49 | GRI 305-4 | GHG Emissions Intensity (t$CO_2$e/revenue USD in thousands) = Scope 1 GHG Emissions (t$CO_2$e) + Scope 2 GHG Emissions (t$CO_2$e)/Revenue (USD in thousands). |
| Energy Use | p. 50 | GRI 302-1 | Total energy use reported includes energy consumption from the direct combustion of fuels, purchased electricity and steam, and renewable energy at Operating Sites and Other Owned Sites. Fuel sources include briquettes, diesel oil, gasoline, natural gas, kerosene, propane, liquefied petroleum gas and distillate fuel oil. The conversion factor for briquettes is from DEFRA/BEIS 2021 and for all other energy sources is from DESNZ/BEIS 2019. |
| Non-renewable Energy | p. 50 | GRI 302-1 | Non-renewable energy includes energy from purchased electricity not attributed to a renewable source, purchased steam, diesel oil, gasoline, natural gas, kerosene, propane, liquefied petroleum gas, and distillate fuel oil. Total nonrenewable energy is inclusive of Operating Sites and Other Owned Sites. Conversion factors are from DESNZ/BEIS 2019. |
| Renewable Energy | p. 50 | GRI 302-1 | Renewable energy includes renewable electricity generated and consumed on-site, Energy Attribute Certificates, Power Purchase Agreements, Green Power Tariffs, and briquettes. Total renewable energy is inclusive of Operating Sites and Other Owned Sites. Conversion factor for briquettes is from DESNZ/BEIS 2021 and for all other energy sources is from DESNZ/BEIS 2019. |
| Energy Intensity | p. 50 | GRI 302-3 | Energy Intensity (GJ/revenue USD in thousands) = Energy Use (GJ/revenue USD in thousands). |

*Prepared based on the Organizational Boundary following the guidance in the applicable section of GRI indicated in the table.

+ Indicates note included in assurance boundary.

| Metric | Page(s) | Reporting Criteria* | 2024 Methodology, Assumptions, and Definitions + |
|---|---|---|---|
| Water Withdrawals | p. 50 | GRI 303-3-a-b, d** | Water Withdrawals are measured across all Operating Sites and reported monthly using invoice information and meter readings. Water withdrawal sources applicable to Operating Sites include: Surface water (including harvested rainwater), groundwater, and third-party water. Seawater and produced water are not relevant for FMC's water withdrawal.<br><br>**FMC does not report on GRI Disclosure 303-3-c; therefore this information is not included in the limited assurance boundary. FMC does not currently track and report this information at a global level. This information will be disclosed in future years as it becomes available at a global level. |
| Water Discharges | p. 50 | GRI 303-4-a, e** | Water Discharges are measured at Operating Sites representing 91% of FMC operational value and reported annually. For sites that do not monitor water discharge, that value is estimated as a proportion of Water Withdrawals based on the average ratio from reported sites. Water discharge by destination is not included within this report.<br><br>**GRI 303-4-a-i, -ii, -iii, and -iv are not included in the limited assurance boundary. FMC does not report on GRI Disclosure 303-4-b and 303-4-d; therefore this information is not included in the limited assurance boundary. FMC does not currently track and report this information at a global level. This information will be disclosed in the future as it becomes available at a global level. |
| Water Consumption | p. 50 | GRI 303-5 | Water Consumption = Water Withdrawals – Water Discharges in alignment with CDP Water Security calculation methods. |
| High Risk Water Withdrawals | p. 50 | GRI 303-3-b, d** | Water Withdrawals as measured at FMC high risk locations. High risk locations are defined by the 2023 World Resources Institute (WRI) Aqueduct Tool chemical weighting scheme, and include sites labeled as high or extremely high.<br><br>**FMC does not report on GRI Disclosure 303-3-c; therefore this information is not included in the limited assurance boundary. FMC does not currently track and report this information at a global level. This information will be disclosed in future years as it becomes available at a global level. |
| High Risk Water Discharges | p. 50 | GRI 303-4-c, e** | Water Discharges as measured at FMC high risk locations. High risk locations are defined by the 2023 WRI Aqueduct Tool chemical weighting scheme, and includes sites labeled as high or extremely high. FMC does not report water discharge by category.<br><br>**GRI 303-4-c-i and -ii are not included in the limited assurance boundary. FMC does not report on GRI Disclosure 303-4-b and 303-4-d; therefore this information is not included in the limited assurance boundary. FMC does not currently track and report this information at a global level. This information will be disclosed in the future as it becomes available at a global level. |
| High Risk Water Consumption | p. 50 | GRI 303-5 | Water Consumption as calculated at FMC high risk locations. High risk locations are defined by the 2023 WRI Aqueduct Tool chemical weighting scheme, and include sites labeled as high or extremely high. |

*Prepared based on the Operating Sites boundary following the guidance in the applicable section of GRI indicated in the table.

+ Indicates note included in assurance boundary.

| Statement of Use | FMC Corporation has reported following the guidance in the GRI Standards as of and for the period January 1, 2024 - December 31, 2024 |
|---|---|
| **GRI Universal Standards** | GRI 1: Foundation 2021 |
| **Applicable GRI Sector Standard(s)** | No applicable GRI Sector Standards at this time |

**GENERAL DISCLOSURES | GRI 2: GENERAL DISCLOSURES 2021**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 2-1 Organizational details | p. 3 | | | |
| 2-2 Entities included in the organization's sustainability reporting | p. 1 | | | |
| 2-3 Reporting period, frequency and contact point | p. 1 | *These blocks indicate that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.* | | |
| 2-4 Restatements of information | p. 44 | | | |
| 2-5 External assurance | p. 39 | | | |
| 2-6 Activities, value chain and other business relationships | p. 3 | | | |
| 2-7 Employees | p. 58 | | | |
| 2-8 Workers who are not employees | p. 58 | | | |
| 2-9 Governance structure and composition | p. 40 | | | |
| 2-10 Nomination and selection of the highest governance body | FMC Proxy p. 28 | | | |
| 2-11 Chair of the highest governance body | FMC Proxy p. 18 | | | |
| 2-12 Role of the highest governance body in overseeing the management of impacts | FMC Proxy p. 28 | | | |
| 2-13 Delegation of responsibility for managing impacts | FMC Proxy p. 28 | | | |
| 2-14 Role of the highest governance body in sustainability reporting | FMC Proxy p. 25 | | | |
| 2-15 Conflicts of interest | FMC Code of Ethics and Business Conduct | | | |

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 2-16 Communication of critical concerns | FMC Code of Ethics and Business Conduct | | | |
| 2-17 Collective knowledge of the highest governance body | FMC Proxy p. 15 | | | |
| 2-18 Evaluation of the performance of the highest governance body | FMC Proxy p. 29 | | | |
| 2-19 Remuneration policies | FMC Proxy p. 38 | | | |
| 2-20 Process to determine remuneration | FMC Proxy pp. 38-55 | | | |
| 2-21 Annual total compensation ratio | FMC Proxy p. 64 | | | |
| 2-22 Statement on sustainable development strategy | p. 3 | | | |
| 2-23 Policy commitments | pp. 1-4 | | | |
| 2-24 Embedding policy commitments | pp. 62-63 | | | |
| 2-25 Processes to remediate negative impacts | p. 63 | | | |
| 2-26 Mechanisms for seeking advice and raising concerns | pp. 55-56, 62 | | | |
| 2-27 Compliance with laws and regulations | FMC Code of Ethics and Business Conduct | | | |
| 2-28 Membership associations | FMC.com/ sustainability | | | |
| 2-29 Approach to stakeholder engagement | p. 57 | | | |
| 2-30 Collective bargaining agreements | p. 59 | | | |

**MATERIAL TOPICS | GRI 3: MATERIAL TOPICS 2021**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 3-1 Process to determine material topics | pp. 61-62 | *These blocks indicate that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.* | | |
| 3-2 List of material topics | p. 64 | | | |
| 3-3 Management of material topics | FMC Sustainability Report | | | |

**GRI 205: ANTI-CORRUPTION 2016**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 205-1 Operations assessed for risks related to corruption | pp. 3, 59-60 | | | |
| 205-2 Communication and training about anti-corruption policies and procedures | pp. 3, 59 | | | |
| 205-3 Confirmed incidents of corruption and actions taken | | | Confidentiality constraints | |

**GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices | FMC Code of Ethics and Business Conduct | | | |

**GRI 207: TAX 2019**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 207-1 Approach to tax | Corporate Tax Policy Statement | | | |
| 207-2 Tax governance, control and risk management | Corporate Tax Policy Statement | | | |
| 207-3 Stakeholder engagement and management of concerns related to tax | Corporate Tax Policy Statement | | | |
| 207-4 Country-by-country reporting | | | Confidentiality constraints | |

**GRI 302: ENERGY 2016**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 302-1 Energy consumption within the organization | pp. 9-11, 50 | | | |
| 302-2 Energy consumption outside the organization | pp. 9-11, 50 | | | |

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 302-3 Energy intensity | pp. 41, 70 | | | |
| 302-4 Reduction of energy consumption | pp. 9-11, 50 | | | |
| 302-5 Reductions in energy requirements of products and services | pp. 9-11, 22 | | | |

**GRI 303: WATER AND EFFLUENTS 2018**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 303-1 Interactions with water as a shared resource | pp. 8-12, 15-19, 47-48, 50, 52-53, 55 | | | |
| 303-2 Management of water discharge-related impacts | pp. 8-12, 15-19, 47-48, 50, 52-53, 55 | | | |
| 303-3 Water withdrawal | pp. 47-48, 50 | | | |
| 303-4 Water discharge | pp. 47-48, 50 | Water discharge by category | Information unavailable/incomplete | FMC provides water discharge by category in our annual CDP Water Security report. |
| 303-5 Water consumption | pp. 47-48, 50 | | | |

**GRI 304: BIODIVERSITY 2016**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | p. 48 | | | |
| 304-2 Significant impacts of activities, products and services on biodiversity | pp. 4, 12, 15, 30, 48, 52-53, 62 | | | |
| 304-3 Habitats protected or restored | pp. 4, 12, 48 | | | |
| 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations | | | Information unavailable/incomplete | FMC is currently evaluating methodology for response. |

**GRI 305: EMISSIONS 2016**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 305-1 Direct (Scope 1) GHG emissions | pp. 9, 43-45, 47-49, 64 | | | |
| 305-2 Energy indirect (Scope 2) GHG emissions | pp. 9, 43-45, 47-49, 64 | | | |
| 305-3 Other indirect (Scope 3) GHG emissions | pp. 9, 43-45, 47, 68-70 | | | |
| 305-4 GHG emissions intensity | pp. 49, 70 | | | |
| 305-5 Reduction of GHG emissions | pp. 9, 43, 47-49 | | | |
| 305-6 Emissions of ozone-depleting substances | | | Information unavailable/incomplete | This information is not reported at this time. |
| 305-7 Nitrogen oxides, sulfur oxides, and other significant air emissions | p. 50 | | | |

**GRI 306: WASTE 2020**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 306-1 Waste generation and significant waste-related impacts | pp. 9, 11, 45, 49, 51, 64, 66 | | | |
| 306-2 Management of significant waste-related impacts | pp. 9, 11, 45, 49, 51 | | | |
| 306-3 Waste generated | p. 51 | | | |
| 306-4 Waste diverted from disposal | pp. 47, 51 | | | |
| 306-5 Waste directed to disposal | pp. 47, 51 | | | |

**GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 308-1 New suppliers that were screened using environmental criteria | FMC Supplier Code of Conduct, Sustainable Sourcing Policy | | | Approximately 420 FMC suppliers have completed assessments in EcoVadis |
| 308-2 Negative environmental impacts in the supply chain and actions taken | pp. 10-11, 46, 60 | | | |

**GRI 401: EMPLOYMENT 2016**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 401-1 New employee hires and employee turnover | pp. 28, 55-59, 63 | | | |
| 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | FMC.com/careers/benefits | | | |
| 401-3 Parental leave | FMC.com/careers/benefits | | | |

**GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 403-1 Occupational health and safety management system | pp. 4-7, 54-56 | | | |
| 403-2 Hazard identification, risk assessment and incident investigation | pp. 4-7, 54-56, 59-60 | | | |
| 403-3 Occupational health services | | | Information unavailable/incomplete | This information is not reported at this time. |
| 403-4 Worker participation, consultation and communication on occupational health and safety | pp. 4-7, 54-56, FMC's EHS Policy | | | |
| 403-5 Worker training on occupational health and safety | pp. 4-7, 54-56, FMC's EHS Policy | | | |
| 403-6 Promotion of worker health | pp. 4-7, 54-56 | | | |
| 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | pp. 4-7, 54-56, FMC's EHS Policy | | | |
| 403-8 Workers covered by an occupational health and safety management system | pp. 4-7, 54-56 | | | |
| 403-9 Work-related injuries | p. 56 | | | |
| 403-10 Work-related ill health | pp. 4-7, 54-56 | | | |

**GRI 404: TRAINING AND EDUCATION 2016**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 404-1 Average hours of training per year per employee | pp. 55, 57, 59 | | | |
| 404-2 Programs for upgrading employee skills and transition assistance programs | pp. 3, 36, 54-55, 57, 59, 60 | | | |
| 404-3 Percentage of employees receiving regular performance and career development reviews | pp. 57, 67 | | | |

**GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 405-1 Diversity of governance bodies and employees | pp. 3, 41, 46 | | | |
| 405-2 Ratio of basic salary and remuneration of women to men | | Ratio of basic salary and remuneration of women to men | Confidentiality constraints | |

**GRI 406: NON-DISCRIMINATION 2016**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 406-1 Incidents of discrimination and corrective actions taken | p. 59 | | | |

**GRI 408: CHILD LABOR 2016**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 408-1 Operations and suppliers at significant risk for incidents of child labor | pp. 57, 59, 60, 63 | | | |

**GRI 409: FORCED OR COMPULSORY LABOR 2016**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | pp. 57, 59, 60, 63 | | | |

**GRI 413: LOCAL COMMUNITIES 2016**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 413-1 Operations with local community engagement, impact assessments and development programs | pp. 26-37, 47, 57 | | | |
| 413-2 Operations with significant actual and potential negative impacts on local communities | pp. 26-37, 47, 57 | | | |

**GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 414-1 New suppliers that were screened using social criteria | pp. 59-60, FMC Supplier Code of Conduct | | | |
| 414-2 Negative social impacts in the supply chain and actions taken | pp. 59-60, FMC Supplier Code of Conduct | | | |

**GRI 415: PUBLIC POLICY 2016**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 415-1 Political contributions | FMC Political Contributions Reporting | | | |

**GRI 416: CUSTOMER HEALTH AND SAFETY 2016**

| Disclosure | Location | Requirement(s) Omitted | Reason | Explanation |
|---|---|---|---|---|
| 416-1 Assessment of the health and safety impacts of product and service categories | pp. 14-25, 52-53 | | | |
| 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | pp. 14-25, 52-53 | | | |

| Topic | Accounting Metric | Category | Unit of Measure | Code | FMC Alignment |
|---|---|---|---|---|---|
| Greenhouse Gas emissions | Gross global Scope 2 emissions, percentage covered under emission-limiting regulations | Quantitative | Metric tons (t) $CO_2$-e, Percentage (%) | RT-CH-110a.1 | p. 49 |
| | Discussion of long term and short term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets | Discussion and Analysis | n/a | RT-CH-110a.2 | pp. 9, 43-44 |
| Air Quality | Air emissions of the following pollutants:<br>(1) NOx (excluding $N_2O$)<br>(2) SOx<br>(3) Volatile Organic Compounds<br>(4) Hazardous Air Pollutants | Quantitative | Metric tons (t) | RT-CH-120a.1 | p. 50 |
| Energy | (1) Total energy consumed<br>(2) Percentage grid electricity<br>(3) Percentage renewable<br>(4) Total self-generated energy | Quantitative | Gigajoules (GJ), Percentage (%) | RT-CH-130a.1 | p. 50 |
| Water Management | (1) Total water withdrawn<br>(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress | Quantitative | Thousand cubic meters (m³), Percentage(%) | RT-CH-140a.1 | p. 50 |
| | Number of incidents of non-compliance associated with water quality permits, standards and regulations | Quantitative | Number | RT-CH-140a.2 | p. 56 |
| | Description of water management risks and discussion of strategies and practices to mitigate those risks | Discussion and Analysis | n/a | RT-CH-140a.3 | pp. 8-13 |
| Hazardous Waste Management | Amount of hazardous waste generated, percentage recycled | Quantitative | Metric tons (t), Percentage (%) | RT-CH-150a.1 | p. 51 |
| Community Relations | Discussion of engagement processes to manage risks and opportunities associated with community interests | Discussion and Analysis | n/a | RT-CH-210a.1 | pp. 26-37, 57 |
| Workforce Health and Safety | (1) Total Recordable Incident Rate<br>(2) Fatality Rate for (a) direct employees and (b) contract employees | Quantitative | Rate | RT-CH-320a.1 | p. 56 |
| | Description of efforts to assess, monitor and reduce exposure of employees and contract workers to long-term (chronic) health risks | Discussion and Analysis | n/a | RT-CH-320a.2 | pp. 4-7, 54-56 |
| Product Design for Use-phase Efficiency | Revenue from products designed for use-phase resource efficiency | Quantitative | Reporting currency | RT-CH-410a.1 | pp. 4, 53 Percent of spend on the development of sustainably advantaged products |

| Topic | Accounting Metric | Category | Unit of Measure | Code | FMC Alignment |
|---|---|---|---|---|---|
| Safety and Environmental Stewardship of Chemicals | (1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances | Quantitative | Percentage (%) by revenue, Percentage (%) | RT-CH-410b.1 | FMC has a robust Safety Data Sheets (SDS) authoring process in place based upon the product composition, hazard profile of formulation components and product-level test data. Each product is classified for physical, human health, and environmental hazards following the guidance and criteria of GHS for the relevant country/countries of interest. As appropriate, the classification of our products is mainly based on product-level test data when available. Following GHS criteria, the classification for some hazard endpoints will be impacted by certain substance-level data only if present in the product above GHS threshold concentrations. |
| | (2) Percentage of such products that have undergone a hazard assessment | | | | Due to the acquisition of products from various companies, the product-level and substance-level data used in the development of our SDSs is not available in a single system. Therefore, this data cannot be compiled at this time. However, a new authoring system encompassing all of this data is currently being implemented. |
| | Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact | Discussion and Analysis | n/a | RT-CH-410b.2 | 2024 10-k form p. 13. FMC is continuing to phase out Highly Hazardous Pesticides ("HHPs") from our product portfolio. In 2024, HHPs accounted for approximately 0.06 percent of our total sales. This reduction of HHPs in our portfolio can be attributed to our internal processes which include continuous evaluation, close monitoring and subsequent phase out along with strong stewardship actions. |
| Genetically Modified Organisms | Percentage of products by revenue that contain genetically modified organisms (GMOs) | Quantitative | Percentage (%) by revenue | RT-CH-410c.1 | Not relevant |
| Management of the Legal & Regulatory Environment | Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry | Discussion and Analysis | n/a | RT-CH-530a.1 | pp. 1, 62 |
| Operational Safety, Emergency Preparedness & Response | Process Safety Incidents Count (PSIC),Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR) | Quantitative | Number, Rate | RT-CH-540a.1 | p. 56 |
| | Number of transport incidents | Quantitative | Number | RT-CH-540a.2 | n/a |
| Production | Production by reportable segment | Quantitative | Cubic meters (m³) and/or metric tons (t) | RT-CH-000.A | 216,700t |